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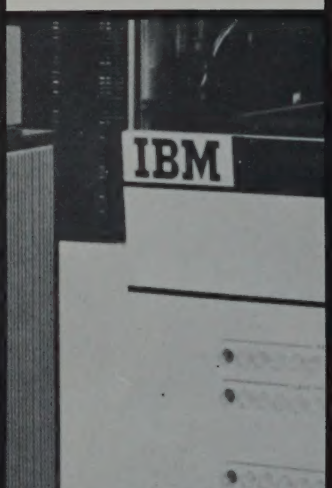

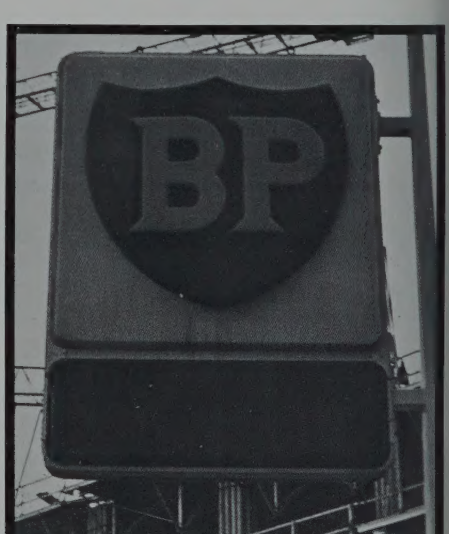

"Multinational corporations, which are depicted
some quarters as key instruments for maximizi
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Labour Canada Travail Canada

NEWS BRIEFS

■ About 150 academic, government, business and union delegates from across Canada participated in a two-day national conference on the **compressed workweek** at the University of Alberta in July.

Two University of Alberta professors, Prof. S. M. A. Hameed, and Prof. G. S. Paul, co-organized the conference with a grant from the Canada Council. Prof. Hameed told delegates that in the coming years, **the workweek could not stay at 40 hours. "It must be reduced in line with the historical reduction in hours of work.** A four-day, 32-hour workweek is a logical and practical extension of contemporary and historical developments."

Some of the speakers expressed the belief that a shorter workweek would take a long time to become fully accepted. Ian Melzer, senior economist at the National Energy Board, said that higher income or fringe benefits would be favoured over increases in leisure by the trade unions "because of the continuing high rates of inflation."

In service organizations, especially where a higher percentage of females are employed, the four-day workweek is popular, but it is not universally accepted, said Paul. About 30 per cent of the non-academic staff interviewed at the University of Alberta, did not consider a four-day workweek, with longer daily hours, suitable for their family and other personal needs.

Prof. Alan S. Carmel, University of Manitoba, said that under longer daily hours, the flexible time variations become valuable, and that this is particularly true for couples with children. He cited several experiments, including the one being conducted by the Government of Norway where a couple share a single job, with the husband and wife working alternate weeks. "When this arrangement adopted," Carmel said, "the leng of the workday is of minor impo tance." (See p. 803).

Harry J. Waisglass, Director-Ge eral of Research for the Canad Department of Labour, believ that there is still too little informa tion available on the successe and failures of the compresse workweek, its advantages and di advantages, to predict ho quickly it might spread in the fu ture.

"The apparent attractiveness o the compressed workweek tend to hide the fact that it is **basicall an experiment.** It is no panacea, said Waisglass. "There is still very small percentage of Canadia workers and establishments on work schedule that compresses 4 or more hours into less than fiv working days a week, whic means a lengthened working da of more than eight hours. An those who have tried it, don't al ways like it."

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ıe of the unresolved questions
aining to the compressed
kweek, he said, were the ef-
s of the longer workday on the
ith and well-being of workers,
on family and community life.

e ideal arrangements, I sup-
e, would be those that would
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rs which suit him best in each
and each week," Waisglass
. "Unfortunately there are
e very serious economic, fi-
cial, technical and organiza-
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rity problems facing unions
managers in many Canadian
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domestic markets.

w effectively our industries
adjust to such conditions will
ermine, to a large extent, our
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king hours, and more impor-
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ment and to raise real in-
ıes."

■ Behavioral science has for some time stressed the fact that some people work better than others at certain times of the day. Some people are early risers and bounce out of bed full of energy, ready to start the day. Others are "night people" and don't get a full head of steam until after the mid-morning coffee break. And apart from energy quotas there are people, especially working women with children, who wish their work hours could be made more flexible to accommodate personal needs such as sending children off to school with a good breakfast under their belts.

Several government departments are now permitting their employees to work during the hours they find most agreeable and convenient, with good results. **Flextime** is proving, not only to be **a convenience,** but **an efficient tool in the fight against boredom** and apathy on the job.

At External Affairs, 700 of the 1,300 personnel at headquarters are on flextime schedules. By the end of the year, all employees at External will be on flextime.

Employees are allowed to arrive for work any time between 7:00 a.m. and 9:30 a.m. by advance arrangement with their supervisors. All personnel must be on the job through the 9:30 to 3:30 peak periods. Hours worked average out at 37½ hours a week, which means in most cases a 7½ hour day, five days a week. Lunch can be anywhere between 30 minutes and a leisurely two hours. If you're an early riser, you can begin work at 7 a.m. take a half-hour for lunch and leave the building at 3:30. If you don't get in until 9:30, however, you must work until 6. At the moment, most departments are on an honours system, but the staff relations division at External is experimenting with a machine that provides computerized readouts of time worked.

Flextime seems to be another attempt by space-age management to humanize the workplace, and according to the feedback from those who have tried it, it appears to be headed for success.

■ The shortest strike in North American auto history has ended in a **pace-setting contract for auto workers on both sides of the border.** A settlement was reached three days after the start of the strike on September 15, but it took another six days for union members to ratify it and get back into production.

In choosing Chrysler as their target, the United Auto Workers were almost assured that their demands would be fully met—the Corporation had announced record-smashing net profits of $198.4 million for the first six months of 1973, 80 per cent above its profits for the same period in 1972.

Ironically, unlike the case in many other strikes, **more money was not the major issue.** Top priority was the issue of **voluntary overtime.** At the beginning of negotiations, Chrysler stated that it could not operate efficiently without the right to schedule and enforce

overtime work to meet production demands. A compromise was reached, however, making all Sunday work voluntary. A worker on duty for two consecutive Saturdays may have the next Saturday off, provided he is not absent from work that week. Daily overtime will be voluntary after nine hours of work.

The new contract provides **significant benefits for both Canadian and U.S. auto workers.** As well as restrictions on compulsory overtime, it provides $700-a-month pensions; a cost of living escalator clause based on one cent for each 0.35 change in the Consumer Price Index; a dental care plan for both the worker and his family, and strong health and safety provisions.

The UAW program "30 and out" had already provided the launching pad for better early retirement pensions for many years to come. The 1970 contract had raised the monthly pension for 30 years service to $500. This year the pension scheme established a lifetime benefit level for American members that will go to $700 a month by 1978 for 30 years service, regardless of the employee's age. Canadian employees must be 55 years of age with 30 years of service to retire with full pension.

There will be one additional holiday during the Christmas season in 1973-74 and two additional holidays after that, resulting in a complete paid plant shutdown from the day before Christmas until the day after New Year. Starting in 1974, the Friday after Thanksgiving will be added as a paid holiday.

To assure continued progress toward providing better working conditions, the parties have agreed to a **Joint Committee on Improving the Work Environment** made up of three company and three union representatives. This committee is expected to develop new experiments and report back to the company and the union.

The three-year contract, covering some 118,000 employees, 12,000 of whom work in Canada, will terminate on September 14, 1976. Certain editorials and news releases have described it as "precedent-setting," "a breakthrough," "a pace-setter," and "a milestone."

As **The New York Times** put it: "For the first time, a major industrial union has achieved contractual guarantees aimed at improving the quality of a worker's life, rather than simply fattening his wallet."

■ Jobs for **executives, accountants, engineers** and **other professionals have zoomed to record levels,** according to the Technical Service Council's quarterly survey of 1,400 manufacturers, construction companies, consultants and mines. During the third quarter of 1973, the number of vacancies increased 20 per cent over the previous three months, compared with 8.7 per cent during the second quarter and 16.5 per cent during the first quarter. Experts had expected the rate of increase to level off. The Toronto-based council is an industry-sponsored personnel consulting and placement firm.

Capital expenditures by indust
are up 19 per cent from 1972. Th
has caused a sharp increase in d
mand for project engineers, m
chanical design engineers, proce
engineers, mechanical draftsm
and designers, structural draft
men and designers and constru
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to replace the Argus could resu
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nologists.

During the last year, profession
vacancies increased 64 per cer
the fastest rate of increase in
years. Shortages of young accou
tants, experienced plant enginee
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maintenance engineers have i
tensified this year. Openings f
plant engineers have almo
tripled in 12 months.

Sales of cars, furniture and oth
consumer durables have increase
about 10 per cent this year, crea
ing openings for plant manage
and foremen. A strong demar
also exists for computer progra
mers, systems analysts, chemic
sales engineers, industrial eng
neers, structural draftsmen and j
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steady demand exists for ele
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aeronautical engineers, ceram
engineers, tool designers, phys
cists, foresters, biologists, perso
nel trainees, technical writers ar
arts graduates.

e upturn in the economy has pecially benefited professionals h two to 15 years experience. ployers must act more quickly applications than they formerly because of the shortage of exrienced men. Openings for new iversity graduates in business ministration, commerce and enneering have improved, alough at a slower rate than for perienced staff. Future job prosts seem promising for both ups. Enrollment in arts and natl science faculties is so large t industry is unlikely to absorb future graduates. Canada is duating proportionately more gineers and scientists with Mass and Ph.D.s than is the United tes. Research opportunities are re restricted here, and graduis with advanced degrees are ely to continue to have diffity.

Most Canadian provinces sed their minimum wages dur; the last year and have further reases scheduled for 1974. The leral minimum wage was raised $1.90 in November, 1972. Proial minimum wages are as folvs:

British Columbia the minimum ge was raised in December to 25 from $2.00; it will be raised ain next June to $2.50, giving s province the highest minum wage in Canada. **New unswick** will raise its minimum January 1 to $1.75 from $1.50 d plans three further increases til the minimum wage is $2.30 July 1, 1975.

uebec raised its minimum to 85 from $1.70 and will increase again on May 1, 1974 to $2.00 d to $2.15 on November 1 next ar. **Saskatchewan, The Yukon d The Northwest Territories** reire employees to receive $2.00 hour.

Ontario will raise its minimum to $2.00 from $1.80 on January 1 and in **Alberta** the minimum wage was raised to $1.90 on October 1, and will become $2.00 on July 1, 1974.

Manitoba raised its minimum wage for workers 18 and over to $1.90 from $1.75 on October 1, 1973. In **Nova Scotia** the minimum, now $1.65, will be raised to $1.80 on July 1, 1974. **Prince Edward Island** will raise its minimum wage to $1.65 from $1.40 for men and $1.30 for women on January 1, 1974; it will become $1.75 on July 1, 1974. In **Newfoundland** the minimum wage is $1.40 an hour.

■ **The Québec Government plans to use a unique double-barrelled weapon in its fight against poverty.**

With the help of substantial increases in federal family allowances beginning in the new year, the Québec Government has developed an **innovative social assistance plan** that will intermesh family allowance payments with provincial welfare programs, thus lightening the financial burden of impoverished families.

As of January 1, family allowances will range from $15 a month for each child under 18, to $42. The basic monthly payment for two adults will be increased from $206 to $272. The basic monthly payment for a family with six children, however, will drop from $370 to $313, but under the new scheme, families will still receive more money than they do now—$509 compared with $434—because of the increase in family allowances.

The federal government's contribution is a leap from $150 million a year to $497 million. Québec will increase its contribution in turn from $94 million to $102 million annually. Total cost of the programs will jump from $616 million to $1.11 billion.

■ **Québec's controversial Bill 89 has been shelved:** Labour Minister Jean Cournoyer, in announcing this decision, explained that the Bill, which was introduced to avoid resorting to injunctions, is merely a work draft that will eventually assume its "proper" form. **The freeze will also allow time for** the Labour and Manpower Advisory Council, composed of both employers and unions, to come up with **alternative proposals.**

At the time of the Bill's preparation the atmosphere was tense: employers demanded government intervention to bring the unions to heel once and for all, and the public was exasperated by the Common Front. Although the introduction of the Bill aroused a storm of protest over its inherent repressiveness, it did influence negotiations that were then taking place and it sped the conclusion of several collective agreements. The storm was followed by a calm spell, with the presentation of briefs to the Parliamentary Labour and Manpower Commission. Employers and trade unions held different views on almost every point raised by the Bill.

The Conseil du Patronat endorsed a section forbidding strike action until both parties have agreed on essential services, and it called for picketing regulations. The Québec Teachers' Corporation (now the Centrale de l'enseignement du Québec) called Bill 89 "a scandalous fraud," and pointed out that pressuring institutions and public services was contrary to the concept of the public's "welfare," as defined by the Bill. This would mean that teachers' strikes could be outlawed on the grounds that they would be contrary to public welfare.

The main controversy revolves around the public sector's right to strike; a right that few want withdrawn but which employers want to see greatly limited. Labour relations experts point out that the Bill could upset the balance of power, because it advocates leaving the final decision in the hands of the Government, which is both legislator and employer.

At the fourth symposium of the School of Industrial Relations at the University of Montreal, Jean Boivin, professor with the Department of Industrial Relations at Laval University, emphasized that the settlement of conflicts in the public sector is often influenced by political factors. In his opinion, unions should put electoral pressure on the Government and use union lobbying to force the Government to adopt a more flexible position. His conclusion was that unions should counter the enormous power of the Government with their own political force, "which cannot rest on strikes alone."

The withdrawal of the right to strike in the public sector would not settle anything, he stated, because when workers are fed up with a situation, they stop working, regardless of whether the stoppage is legal or not.

"Rethinking is needed," he said, "on the management of the collective bargaining system and the system's effectiveness in a situation where both parties are not legally on an equal footing, as in union-State relations. If there is a solution to be found, it will probably lie in the transformation of the collective bargaining process, rather than in amendments to the Labour Code."

And now, the question stands: Will the Advisory Labour and Manpower Council try to find solutions in this direction? Meanwhile, the final drafting of the Bill awaits the presentation of yet more briefs.

■ The "spreading tentacles" of **multinational corporations** and the **threat of raiding** were topics of deep concern at the **28th international convention** of the **International Woodworkers of America,** which took place in Vancouver in September.

To move or not to move the union's headquarters from Portland, Ore. to Vancouver was the burning question that consumed the final two days of the convention. The IWA has about 115,000 members split evenly between the United States and Canada. According to some of the resolutions, the IWA is being raided by independent Canadian unions on the basis that international labour organizations are dominated by U.S. members. Strongly urging the move was Jack Munro, Western Canada Region's incoming president, who said that moving the headquarters would strengthen the IWA against raids and enable it to enjoy continued growth.

Doug Evans of the Vancouver local, argued that the headquarters should be moved because western Canada is the fastest growing region, with the most members. The move, he said, would also stifle criticism of U.S. control. A member of the loggers' local, Bill Goodman, said that Canadian members could not see why there should be a money flow to the States; their rate of membership growth did not justify it.

On the other side of the ledger IWA president Ron Roley said that although he could empathize with the feelings of nationalism in Canada, he did not see how the resolution would benefit union members. If the headquarters were to be moved, delegates might consider locating in the southern U.S. where new plants are being built and members are facing the most difficult problems. The resolution urging the move was referred back to the IWA's constitution committee for study.

An economic report prepared by union researchers as a guide for contract negotiations stated that many corporations with which the IWA negotiates are no longer solely in the business of producing wood products, but are "gigantic conglomerates" with diverse operations. According to the report, many large corporations are able to finance their operations internally and top management is becoming even more autonomous and unresponsive. "As the few

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rt stated, "they tend to form
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ary or desirable social changes
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d the environment, wages and
ndards of living."

uest speaker John Lofblad, Gen-
l Secretary of the International
deration of Building and Wood-
rkers, who came to the conven-
n from Geneva, Switzerland,
d that the need for interna-
nal labour strategy is greater
n ever before because big busi-
ss certainly knows no interna-
nal borders. Most multinational
rporations, he said, are violently
i-union, and totally lacking in
ial conscience.

legates passed a resolution urg-
the establishment of a min-
um $400 monthly pension, ear-
retirement, and a cost of living
plement for those already re-
d. Other resolutions urged that
rtime work be voluntary, that
lth care plans be reviewed, and
t regional councils and local
ions gather all relevant financial
a on the companies with which
y negotiate.

ith Johnson of Edmonton was
cted by acclamation as **Interna-
nal President of the IWA,** the
t Canadian to hold the post in
re than 30 years. Another Cana-
n, H. Landon Ladd of Toronto,
s also elected by nomination to
second most important posi-
n on the international executive
ard—first Vice-President.

■ **National guidelines for standards for day-care services in Canada have recently been released** by the Canadian Council on Social Development.

The guidelines outlined in "Day Care: growing, learning, caring" focus on the physical well-being of children, their social, emotional and intellectual development, as well as legislation for and administration of day-care services.

"When parents have to rely on strangers to help care for their children, as in many day-care situations, adequate safeguards and realistic standards are needed," said Reuben C. Baetz, Executive Director of the Council. He stressed that an effort was made to suggest guidelines that were general and flexible enough to be applicable across Canada but specific enough to be meaningful, and realistic enough to be practical.

"The fact that the guidelines resulted from the work of a committee with representatives from various parts of Canada and from a series of regional meetings between project workers and a sampling of people involved in day care for children reflects our conviction that such guidelines can't be developed in an ivory tower."

The committee, under the chairmanship of Laurette Chagnon, Supervisor, Family Life Education Program, Algonquin College, Ottawa, worked closely with the project director, Suzanne Veit, a social worker. Maurice Miron, a Council program director, and Howard Clifford of Health and Welfare Canada were consultants. Supported by a $40,155 grant from Health and Welfare Canada, the work is a follow-up to the Council's sponsorship of the first Canadian conference on day care in 1971, and a national study of day care released in 1972.

"More and more people are recognizing the growing need for good day-care services for parents who need to use them, but it's not at all certain that Canadians are prepared to pay the cost of providing them," Baetz said. "If we want day care, it's going to cost us money, and we may as well not duck that and in so doing shortchange the kids."

■ The **full co-operation and resources of the Department of Manpower and Immigration are to be utilized to help Canada's forestry industry resolve logging manpower shortages.** "Our concern rests with the reasons for high turnover and continuing shortage of forestry workers, particularly in New Brunswick, Québec and British Columbia," Manpower Minister Robert Andras announced.

In the absence of widespread manpower planning in the industry, the Department's services and programs are extensively used to cope with numerous short-term situations. It would be preferable instead to have the manpower needs of the forestry industry attended to on the basis of long-term considerations.

Recent studies, conducted in Québec and British Columbia, under the joint sponsorship of federal and provincial governments, industry and labour organizations, showed the need for more progressive industrial manpower practices and action programs to stabilize the logging work force.

The department has adopted the following position: that industry should be encouraged to take necessary action to design and implement adequate means of attracting and retaining workers to the forest industry sector; in line with rationalization being considered by the industry, it is vital that major manpower adjustments are recognized and that plans are made to provide for transitional changes; that both industry and workers make full use of the department's programs and services, particularly the Canada Manpower Consultative Service to assist individual firms or the pulp and paper industry as a whole, to assess its manpower adjustment needs; that industry be urged to work closely with the department in preparing comprehensive manpower plans that will alleviate the current logging worker shortages and turnover.

Preliminary discussions concerning a forestry manpower plan, to be initiated by the pulp and paper industry, took place in March between officials of the Canadian Pulp and Paper Association (CPPA) and the Department. An industry sponsored conference to accelerate planned action was held in October at Vancouver, and further industry-government discussions are being arranged for later this year. In 1974, the CPPA will organize a national conference on manpower planning with the full co-operation of the Department.

■ **For most workers, 65 candles on the birthday cake usually spell retirement; for Napoléon Martin** of Ste. Anne de Bellevue, celebrating his 80th birthday next year, the candles will represent **his first 65 years' service with the same business firm.** He is a salesman at the D'Aoust general store, where he started work at the age of 15, in 1909, nine years after the store was established.

Little has changed in the store since those early days. It is still in the same building; it still sells farm machinery, kitchen appliances, furniture, footwear and hardware, although the grocery section has disappeared, and Martin has seen the store through all phases of its development.

"In the beginning, it was only the old people who bought," he said. "The youth did not have as much money as they have today."

Over the years, the constant evolution in the standards of living brought about changes in Mr. Martin's working conditions.

When he started working at the D'Aoust store, he was the handyman. "I started by dusting." In his first week of employment, he received 50 cents; in the second week, 75 cents; and in the third, $1.00. That was in June. In the fall, his weekly wages reached $3.00. Six years later, when he married, Mr. Martin was receiving $15.00, which, he said, enabled him to make ends meet since the rent was $6.00 a month for a four-room apartment. At the age of 22, Martin became a clerk in the hardware department, where he still works.

The hours of work were long, at first. On Mondays, Tuesdays, Wednesdays and Fridays, customers had to be served until 8:30 p.m.; on Thursday, there was a respite, with closing at 6:00 p.m.; but on Saturday, work continued till close to midnight. Sunday was truly the day of rest.

In 1915, after six years of work Martin obtained one week of va cation, his first, when he got mar ried; his regular vacation leave be gan only in 1921.

Then, in 1929, the Depression hi His weekly wages, then $35.00 were reduced to $30.00. By th end of the Depression, he wa earning $25.00. But the busines continued to run fairly smoothly The advent of radios helped t maintain sales and—with radio costing $74.00 and retailing fo $119.00—to maintain a profit.

At that time, home demonstra tions were the practice and th staff of the D'Aoust store followe the custom. They used to brin chesterfields or washing machine to customers living miles away, i order to convince them to buy o the spot. Martin would sometime return home late at night an quite often be back on the job a 6:00 a.m., to serve a few house wives who were up at dawn, bu especially to be at the disposal o tradesmen who needed nails o other supplies before getting t work.

■ **Plans for a new winter works program designed to improve Saskatchewan communities and provide jobs over a seven-and-a-half-month** period were announced in September by Premier Allan Blakeney.

The program began October 15 and will continue until May 31, 1974. Further extensions of up to three months will be allowed on a project, but on such extensions the province will pay only half the regular grant.

is program is similar in many pects to winter works programs the past two years, but some portant changes have been de in the criteria for eligibility," Premier said. "Most of these nges result from suggestions municipalities and community anizations who replied to a stionnaire circulated last year the Municipal Affairs Depart- nt asking for their evaluation of t programs."

re will be stricter criteria than he past. In some cases a resolu- n from the municipal council mmending a project would e to be submitted with the ap- ation for a grant. In the past, y the concurrence of council s required.

other cases, grants will be more erous. Last year the ceiling on nts was 50 per cent of the total t of the project. This year, the ing is higher. On a single proj- , the province will contribute as ch as $200,000 or 60 per cent of total cost, whichever is aller. This percentage will apply well to projects supported by other program, provincial or eral.

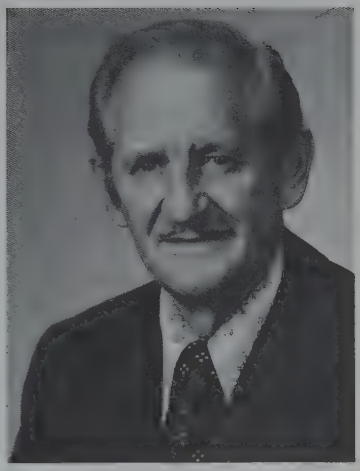
ority will be given to projects t will create ongoing employ- nt or provide a needed service the elderly and other needy sons. The province will con- ute up to $100 a man-week on ges and up to $25 a man-week vard all other costs. A bonus of a man-week of employment other costs besides wages will given on projects that employ sons receiving social assistance o are referred to the project by Department of Social Services. ese bonuses will be additional the 60 per cent limit that nor- lly applies.

The amount of funds the province contributes will be governed by economic conditions, unemployment rates and the response of municipalities.

■ **H. Ray Greene, Eastern Conference of Teamsters representative in Canada for the past 12 years, retired August 31.** He is succeeded by Gérard Forget, President of Teamsters Local Union 903 in Montreal. The 38-year-old former trucker has more than 10 years' experience as a Teamsters officer.

Born in North Sydney, N.S., Greene moved to Boston, Mass. where he spent the early years of his life. Lying about his age, he became a trucker at 17, and this career continued until the outbreak of World War II when he enlisted in the U.S. Army. While recuperating from a highway accident, he became actively involved in union activities when Local 135 in Indianapolis, Indiana hired him as an organizer-business agent. The Eastern Conference of Teamsters sent him to Montreal in May 1961 as their representative for Eastern Canada—Québec, Nova Scotia, New Brunswick and Newfoundland. At that time the Teamster membership in Eastern Canada was 4,000; it is now 18,000.

Greene can remember a time in the Teamster movement when employees had absolutely no job security and they had to strike for pennies. Holidays, vacations and job seniority were gradually introduced. When Greene started driving in 1925 there was no such thing as a normal workweek. Truckers could work as much as 90 hours a week with no overtime if the boss said so. Today, with the Labour Standards and the Safety Code, plus the conveniences of the modern trucks, truckers work in relative comfort.



H. Ray Greene

Gérard Forget

In Greene's driving days, trucks had no heaters, automatic wipers, defrosters, and often no windows. Labour agreements in those days were drawn up on one sheet of paper between the union and the boss. Today, contracts can be 50 pages long, and take months to negotiate, wih lawyers and industrial relations men often called in.

Top priority for the new President is to make fresh membership inroads, particularly in the white-collar field. Only about 5 per cent of the union's current membership falls in that category.

■ **Ethel M. McLellan,** a career civil servant, **has been appointed Executive Co-ordinator of Women's Programs** in the Ontario Government, and a **Commissioner of the Civil Service Commission of Ontario.**

McLellan has also been appointed **an ex-officio member of the** recently established **provincial Status of Women Council.**

As executive co-ordinator of women's programs, McLellan will report to the Deputy Minister of Labour and will be responsible, on a province-wide basis, for the promotion of equal opportunities for women. Because the Ministry of Labour's mandate for the administration of non-discrimination legislation is wide-ranging, the executive co-ordinator will have access to the private sector, the professions, the government service and to those government agencies that are outside the Civil Service.

Her appointment to the Civil Service Commission will help ensure that a woman's perspective is brought to bear on the Commission's functions, and that there will be an effective link with the Status of Women Council.

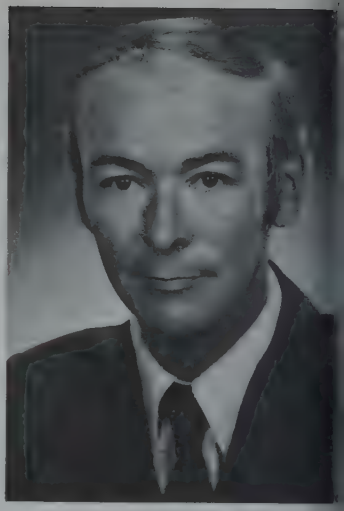
In addition to her other functions, McLellan will be responsible for preparing an annual report dealing with the status of women Crown employees.

McLellan joined the Ontario Government in 1958 as director of women's activities in the Highways Safety Branch of the then Department of Transport. She was appointed secretary of the Ontario Civil Service Commission in 1962, director of the Women's Bureau in the Ministry of Labour in 1963, director of recruitment for the Civil Service Commission in 1966, and director of personnel policy (staffing) for the Commission in 1972.

Ethel McLellan

■ Robert A. Speller has been appointed President of the Quebec Industrial Relations Institute, effective September 1, 1973. He succeeds R. D. Williams, who retired August 31, 1973.

The Institute, a non-profit organization incorporated in 1944 under provincial charter, serves as a clearing house of information and consultant to management on wage and salary levels and industrial relations practices and policies, covering both plant and office employees.



Laurence A. Kelly

■ **Laurence A. Kelly has recentl been appointed as Assistant D rector of the Industrial Relatior Centre, Queen's University.** D Kelly graduated from Edinburg University (B.Comm., M.A.) re ceiving a Ph.D. at Queen's Unive sity in economics, specializing i labour economics and industri relations.

With the exception of a two-yea break, he has been associated witl the Centre in various capacitie since 1960—as research assistant research associate and senior re search associate. He is the autho of a number of research publica tions in the labour and public af fairs fields. In addition to co-ordi nating the Centre's researcl activities, Dr. Kelly will also be as sisting the Director with develop ment of Centre programs.

NTERNATIONAL ROUNDUP

As The Gazette goes to press, it ears that a tentative agreement hed in late September to end long, bitter, and sometimes ody feud between the giant **msters** union and Cesar Cha- **United Farm Workers** has n scuttled by the Teamsters. ugh the latter had agreed "in iciple" to rescind most of the tracts they had signed with vers covering field workers, Teamsters' President Frank Fitzsimmons indicated November 7 that his union would continue to honour contracts with the growers. The tentative accord gave the UFW jurisdiction over all field workers while the Teamsters retained jurisdiction in related non-field operations such as trucking, canneries and packing plants.

UFW membership had declined from more than 45,000 early this year to less than 10,000 at the time of the agreement. In the same period, Teamster recruitment of farm workers—most of whom are poor Mexican Americans—had jumped from 20,000 to 60,000. More and more grape and lettuce growers had refused to renew UFW contracts, signing up with the Teamsters instead—to the tune of 285 contracts since November 1972.

ar Chavez (centre) flanked by farm workers

Farm workers clash with police

The UFW once had 85 per cent of the table grape industry and 30 per cent of the lettuce industry under contract; in September it had less than 15 per cent of the grape industry and 10 per cent of the lettuce industry.

The UFW charged that the Teamsters were wooing growers with "sweetheart" contracts and in April it launched a strike against growers who had forsaken it for the Teamsters. But apart from spending $1.6 million that the AFL-CIO had given it on strike payments, and some 4,000 arrests of its picketers—not to mention "broken arms and noses" inflicted on its members by motor cycle gangs allegedly working for the Teamsters—the UFW had little to show for the strike. Nevertheless, many growers felt the pinch.

On August 9, the UFW and the Teamsters sat down to negotiate, but the talks were broken off a day later by the UFW because the Teamsters signed contracts, while the inter-union negotiations were taking place, with grape growers in the Delano area. Teamsters' President Frank Fitzsimmons later apologized and declared these Delano contracts void. But after two of his pickets were killed the following week, Chavez called off the strike and decided on August 17 to return to his old weapon, a national boycott, though of both grapes and lettuce this time.

Throughout the struggle, the AFL-CIO, from which the Teamsters were expelled in 1957 for corrupt labour practices, sided strongly with the UFW, and AFL-CIO President George Meany called the Teamsters' activities a "vicious and "disgraceful" act of "union busting." Support for the Farm Workers also came from both Houses of Congress and from many national church organizations.

As a reason for entering the list against Chavez, the Teamsters cited deep discontent among UFW members with the kind of union Chavez has been running. They claimed it was more a crusade for all migrant farm workers than an ordinary union. Voiced less openly was the stronger motive that, with the field workers brought into their union, the Teamsters would have a virtual labour monopoly in the grape and lettuce industries.

e most powerful partner, how-
er, in the conspiracy against
avez and the UFW, appears to
the American Farm Bureau Fed-
ation, which claims to represent
o million farm families. Since
e beginning of the farm workers
ovement in California, the Farm
reau has consistently attacked
avez and opposed all legisla-
in that would give adequate
otection to farm workers—per-
ps the most exploited workers
North America. The UFW is
w asking Congress to make a
mplete investigation of the
nerican Farm Bureau, including
membership, lobbying and em-
oyment practices, and its tax
vileges.

In the aftermath of the recent **ld-mine riot at Carletonville, uth Africa,** in which 11 black orkers were killed by police, **ge wage increases are being anned for black miners.** Because the disturbances at Carleton-le, the Anglo-American Corpo-ion, owner of the mine, plans to e a second wage increase to ack workers before the end of e year. It would be much eater, a company source said, an the average hike of 26 per nt granted in August before the olence erupted. Because Anglo-nerican employs nearly 60 per nt of the 370,000 blacks who ork in the rich South African ldfields, the move is expected force wages up in other mines o.

Company officials believe that the grievance that led to violence grew out of a new system of job ranking that narrowed the pay differential between black machine operators—men who man the pneumatic drills at the ore face—and other black mine workers. The former, who had come to regard themselves as an elite group, demanded new increases that would place them significantly ahead of other workers, but the company turned down their request.

The machine operators, or at least 200 to 300 of them, held a protest meeting and then attempted to stop night-shift workers from going to work. Anglo-American officials and South African police say that the black drillers also broke into the mine compound's liquor store and became intoxicated, smashed a church hall's windows in the black housing compound, killed one black worker and injured 11. After hurling tear gas and attempting a charge, the police eventually opened fire, killing 11 blacks and injuring 16 others.

In recent months, several companies in South Africa have raised the wages of their black workers, some to figures above the poverty line. "Anglo-American's mine at Carletonville is one of the better run and equipped, where more attention is paid to the needs of African employees," according to a recent report in **The Manchester Guardian.** "This underlines once again that rebellions are born out of rising hopes rather than out of despair," the paper observed. "If black South Africa is rebellious, how far can rebellion succeed? South Africa's whole history is a caution against optimism, but then throughout South Africa's history its governments have acted with the connivance of Western investors [for example, Britain, Canada and the U.S.]. Given the withdrawal of this connivance, the prospects for African labour could now be better than at any time in the past ... Industrial action within South Africa, abetted by sympathetic overseas employers can achieve a better distribution of wealth."

■ In spite of an unparalleled degree of prosperity for a majority of Europeans, **social problems at work and at home, and discontent among workers are on the increase,** according to the late Wilfred Jenks, Director-General of the International Labour Office.

A report entitled "Human values in social policy: an ILO agenda for Europe" will be the starting point of a search for solutions to these and other urgent European social problems by government, employer and worker delegates from 30 countries when they meet in

Wilfred Jenks

Geneva for the **Second European Regional Conference of the International Labour Organization,** January 14 to 23, 1974. The first regional conference was held in 1955

Jenks noted that real wage increases in Europe have averaged at least 40 per cent during the past decade. However, he warned: "Unless the systems and procedures for resolving conflict by rational dialogue are sufficiently flexible, and unless the partners in the dialogue are sufficiently responsive to the needs and aspirations of a modern society, there is a serious danger of a breakdown in the orderly conduct of society, or a return to discredited authoritarian methods."

In the course of his report, Jenks observed that substantial economic growth in Europe has been based largely on productivity increases. These in turn, are the result of high levels of investment in research, training and consequent scientific and technical progress; the shift of workers from agriculture to industry and services; the reduction or elimination of trade barriers; and the expansion of domestic markets.

Where the 48-hour week was normal 20 years ago, the 40-hour week is increasingly common today. There are proportionately more white-collar workers now than then. The principles of social security, equal pay for women and of worker participation in various forms have gained ground.

Despite all this, there are more signs now than there have been for many years of acute discontent among workers. The number and severity of industrial disputes has risen markedly in many countries and it is no longer unusual for these to involve white-collar workers, including government employees.

Rapid development has left problems everywhere. Education, while widening workers' horizons, has also made many bored with their jobs. The mass media have sharpened people's aspirations for a better life and have brought various sectors of society into closer contact with other life styles. Absenteeism, poor workmanship and alcoholism remain serious problems.

In sum, said Jenks, **the values, customs and institutions of European society are failing to satisfy the aspirations of a new generation of Europeans.** Changes are therefore needed in the organization of work and in the kind of education, leisure and retirement that the worker can expect. Awareness is growing that the requirements of modern man and of modern society are no longer met by the traditional period of education followed by the years of employment, followed equally rigidly by retirement. More flexible systems of education and training are required to meet rapidly changing manpower needs and growing social demands for fuller and more equal access to opportunities for training and self-development.

■ **Stress on the job not only makes a worker unhappy, but unhealthy too,** according to a Duke University project headed by James S. House. Job stress can come about from a number of factors—the nature of the job itself, the personal problems of the worker, or the mismatching of the person and his position.

The North American work ethic, with its emphasis on competitive behavior, is conducive to stress, often resulting in heart attacks and early death, the study indicates. In Japan, where there is more of a "supportive atmosphere" at work than in North America, there is a lower rate of heart disease.

But it is not only highly competitive, "active" jobs that cause stress. Persons in low key, "little-expectation" positions are subject to stress as well. Especially if they are capable of much more responsibility than the job permits. The study reveals that the incidence of cardiovascular disorders (coronary heart disease and stroke) is much higher for the work-weary man than for the employee who gets some satisfaction from his work. When a person is under severe strain, his nervous system goes into high gear, resulting in increased adrenalin, heart rate, blood pressure and digestive secretions. According to a 1957 study, the serum cholesterol level of tax accountants rises markedly as the tax return deadline approaches. The same change was noted in medical students before taking exams.

Hard driving, aggressive types have a rate of heart disease 1.4 to 6.5 times as great as their more easy-going peers, House said. A worker who is facing excessive job

essure should have the opportunity to discuss his problems th his co-workers and superiors. ese techniques are now used in groups" to improve productivand the same approach could used for alleviating job stress.

executive level positions, some ponsibilities could be deleed or a job could be split in o, House said. If the problem is h the worker—if he or she has uble making decisions, or lacks e necessary skills for a job—then unselling or training could ke a difference.

ne workers may simply not be mpatible with their jobs—either cause they are overqualified or k the right credentials for better rk, or as illustrated in The Peter nciple they have been proted to a level of incompetence. use thinks that if there were s variation in pay scales, there uld be less pressure on people accept jobs they can't do.

edentials often keep qualified ople out of jobs, House beves, and suggests that **new criia** be developed **for judging job tability.** "We're a society hung on credentials," he said. "Too ny people are getting a college ucation to qualify for jobs ere the degree isn't really necary for the work."

■ The European Commission has set about vindicating itself of accusations that it is doing little to further the cause of **women's rights** in member states of the **European Economic Community.**

The Brussels Commission stated in a recent report that it will start proceedings against certain member states who seem to be ignoring Article 119 of the treaty that established the community more than 15 years ago. Two of the delinquent states, as far as equal pay for women is concerned, are Luxembourg and Holland. If cited, the two countries would be summoned before the Commission to explain why they had done nothing to date to enforce equal pay rights. If the answers prove unsatisfactory, the two governments could be sued in the European court.

Holland has long been considered a model for reform and the court of justice is situated at Luxembourg. Being called before the court could be embarrassing to both member states, and the pressure of community-wide public opinion might act as a kind of catalyst to bring about the needed reform. Failing this, EEC authorities have no power to apply legal sanctions, but they could ask fellow community members to impose special import taxes. In a report on equal pay, the Commission confirmed that "women continue to occupy the lower posts in the hierarchy and the great majority of the female work force remains concentrated in low-wage brackets—in spite of the technological changes that have increased the interchangeability of men and women as regards positions at work."

The report covers only the six original members of the European community, but the Commission is now preparing a similar investigation into the state of the working woman in Britain, Ireland and Denmark.

■ **Only one strike took place in Switzerland last year** according to a government report cited by **The Financial Times.** "A total of 12 industrial disputes were handled by cantonal mediation authorities, all but one of them without strike action," stated the paper's Zurich correspondent. "Switzerland thus retains its record among Western countries for lack of strikes, the number of man-hours lost being so minimal as not to figure in industrial statistics."

However, Ezio Canonica, recently elected President of the Swiss trade union centre SSB/USS, is skeptical about continued labour peace. In his acceptance speech, he scoffed at perpetual observance of Switzerland's labour peace, in effect since the late 1930s. Canonica, a life-long socialist, is currently a member of the Swiss parliament. He has been president of FOBB, the building trades workers' federation since 1968, and was elected vice-president of the International Federation of Building and Wood Workers in 1969. Canonica has gone on record for a more vigorous and consistent international trade union strategy to counter the spread of multinational corporations.

Marcel Pepin

■ **Marcel Pepin,** President of the Quebec-based Confederation of National Trade Unions (CNTU) has been elected President of the 15-million member **World Confederation of Labour.** He was elected without opposition to become the **first non-European President** of the world's third largest labour organization.

Speaking to delegates attending the 18th congress of the WCL at Evian les Bains in France, Pepin, an outspoken militant, urged support for workers of the Third World against multinational corporations. Workers must exchange information and pledges of solidarity to curb the power of multinational corporations, he said.

■ **Wilfred Jenks, Director-General of the International Labour Office died in Rome on October 9 at the age of 64.**

Born in Liverpool, England, Jenks' career spanned 42 years of the ILO's half-century of existence. Entering the service of the ILO in 1931 as a legal officer, Jenks served successively as legal adviser, assistant director-general, deputy director-general and principal deputy director-general. His missions on behalf of the ILO covered more than 90 countries. When he became head of the ILO in 1970, he had the distinction of being the first head of an international organization to have spent his entire career in the service of the world community.

Jenks took part in the development of all the major activities of the Organization during the past four decades. He played a leading part in developing the unique tripartite traditions and structure of the ILO and defending them in the successive crises of ILO history.

He was actively involved also in the creation of all the ILO's major operational programs, the development of close partnership among the organizations of the United Nations and the development of the ILO's regional activities in Latin America, Asia and Africa.

Widely known as an international lawyer, Jenks was a Doctor of Laws of the University of Cambridge and Barrister-at-Law of Gray's Inn. He held honorary degrees from universities in many parts of the world. One of his books on international law, **The Common Law of Mankind,** won the 1959 Annual Award of the American Society of International Law for outstanding merit.

Jenks helped to write the Declaration of Philadelphia in 1944 that became part of the ILO Constitution. The Declaration proclaimed that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity." To these ends, he devoted his life.

■ **President Nixon has vetoed a bill designed to raise the federal minimum wage in the U.S.** from $1.60 to $2.20 an hour by July 1974 calling on Congress to pass a new and less extensive minimum-wage bill this year. Nixon claimed that the bill approved by Congress "would unfortunately do more harm than good. It would cause unemployment, it is inflationary and it hurts those who can least afford it." Congress could have repassed it over his objections by a two-thirds vote of both houses but it chose to uphold the veto. Organized labour wants a minimum of at least $2.50 an hour extended to cover about 15 million workers who are still completely unprotected.

0 YEARS AGO

A section of the Criminal
le of Canada "made any one
ty of an indictable offence and
ject to two years' imprison-
t who seduced or had illicit
nection with any girl previ-
y chaste and under the age of
ears who was in his employ or
er control or direction or re-
ed her wages or salary directly
ndirectly from him." This and
r labour legislation enacted
he protection of women em-
ed in industry, was summa-
d in an article titled "Canadian
s Governing the Employment
Vomen" in the December 1923
e of **The Labour Gazette.**

Legislation prohibiting the employment of women by Orientals was enacted in British Columbia, Ontario and Manitoba. The British Columbia law provided that no person could employ in any capacity a white woman or girl or permit any white woman or girl to reside or lodge in or work in or, save as a bona fide customer, to frequent any restaurant, laundry or other place of business or amusement owned, kept or managed by any Chinese person. The same provisions were made under the Manitoba Act but included employment by Japanese and other Orientals in the prohibition.

At the last session of the Manitoba Legislature, in 1923, a clause was added to the Winnipeg City Charter enabling that city to pass by-laws prohibiting the employment, except by special license, of any female person in any hotel, restaurant, refreshment or entertainment room or laundry, owned, managed or conducted by a Chinese person. In Ontario no Chinese person could employ in any capacity or have under his direction or control any female white person in any factory, restaurant or laundry. The Female Employment Act in Saskatchewan required any person employing a white woman or girl in any capacity that necessitated her residing, lodging or working in any restaurant or laundry to obtain a special license from the municipality in which such restaurant or laundry was situated.

In Québec and the Yukon no woman except the wife of a licensee could serve guests in a barroom. In Manitoba no woman except the wife or daughter of the licensee could be so employed without a special permit from the Director of Public Accommodation. Similar provisions in Alberta and Saskatchewan laws were repealed by prohibition measures in those provinces.

Ontario was the only province that regulated the employment of women in labour camps. Such employment was only allowed under permit issued by the Deputy Minister of Labour subject to compliance by the employer with rules respecting sanitary conditions, hours of labour, proper food and supervision, including the appointment of a suitable matron.

The Yukon Territory and all the provinces of Canada except Québec had laws protecting the earnings of a married woman which entitled her to hold and dispose of as her separate property all wages, earnings, money or property gained by her in any employment, business or occupation that she carried on separately from her husband or by the exercise of any literary, artistic or scientific skill. In Manitoba this law was subject to the provisions of the Dower Act and to the trusts of any settlement.

All parts of Canada with the exception of New Brunswick had laws governing the inspection and regulation of mines. Those of Manitoba, Nova Scotia and the Yukon did not contain any provisions regarding the employment of women; Québec and Saskatchewan forbade their employment in the workings of a mine; the Metalliferous Mines Inspection Act of British Columbia prohibited work below ground, and the Coal Mines Regulation Act of that province, as well as the mining laws of Alberta and Ontario, forbade their employment except in clerical or domestic work.

A summary of provincial la regulating the employment children in various occupatic was also given in the same issue **The Labour Gazette:** The re lation of the employment of cl dren and young persons was c of the subjects that fell within t scope of provincial rather th Dominion legislative author Most of the laws in Canada rel ing to child labour were contain in the various provincial acts th provided for the regulation of fa tories, shops and offices. The e ployment of children in min bakeshops, street trades, and oth occupations, was also restrict by legislation in several provinc Besides these laws, which e pressly limited or regulated t employment of child labour, t provincial school acts had an i portant bearing on the same su ject, regular employment bei impossible for children who w under the age of compulsc school attendance. This conne tion was evident particularly in t use of employment certificat based on educational tests whi were required as a condition the employment of young perso in Quebec and Ontario, and r garding particular occupations, other provinces.

IMPLICATIONS OF THE NEW WORKWEEK PATTERNS FOR WOMEN IN THE WORKFORCE

BY ALAN S. CARMEL

One of the most significant changes in the Canadian labour scene since the end of World War II has been the **increasing participation rate of women in the workforce.** The war effort brought many women into the workforce, but it is such sociological changes, as the **compressed workweek,** the availability of **part-time jobs,** and the **desire for equality** between the sexes that have kept many women in, and drawn many thousands of other into, the labour force.

Women without husbands have always had to work to support themselves; for example, in 1891, one out of every eight workers was female. Until World War II, however, it was uncommon in Canada for married women living with their husbands to work outside their homes. In 1901, there were 238,000 working women in Canada, making up 12 per cent of the labour force. By 1971, their number had increased to 2.83 million, or 36.5 per cent of the labour force. **The increase of women workers consisted mostly of married women entering the workforce;** 1941 census statistics suggested a gainfully occupied participation rate for married women of less than 4 per cent, but the proportion grew to 11.2 per cent in 1951, to 22 per cent in 1961, and to 33 per cent in 1971.

What are the reasons for this surge of women into the workforce? There are seven in all: the rural-to-urban population shift; the growing proportion of the labour force employed in the service sector; the shift from blue-collar to white-collar occupations; the introduction of appliances and work substitutes that reduce the time and effort required for household maintenance; increased female education; family planning, and smaller families. Another major reason, and the relevant factor here, is the **decline in weekly work hours.**

The length of the workday (and the workweek) has been declining in Canada during the past century, falling from a weekly average of 64 hours in 1870 to 40.8 hours in 1967. A recent study by Statistics Canada suggests that the standard workweek has stabilized at approximately 40 hours for plant workers and 37.5 hours for office workers. **The shorter workweek has made it easier for women to work** while still doing their housework and taking care of their families.

Many household duties such as cooking have been facilitated by processed foods and disposable items. Vacuum cleaners, washers, driers, dish washers, and permanent-pressed clothes have made other domestic duties easier and faster to perform, and some household chores are being taken over by other members of the family. It is this combination of **shorter working hours** and **reduced household duties** that has made it possible for more women to enter the labour force.

Despite the foregoing advances many marrie women who want to work continue to find it dif cult to look after their homes and work full tim These women are turning increasingly to **part-tim work.** The proportion of women who usually wo less than 35 hours a week increased from 18.8 p cent in 1961 to 24.8 per cent in 1971. In 1971, wome made up about 60 per cent of all workers wh worked from one to 24 hours a week. Some of the women might have preferred full-time employme if they could have obtained it, but the majority them prefer part-time work. In a 1964 survey by th Women's Bureau of the Ontario Department of L bour, for example, only 26 per cent of the wome surveyed expressed an interest in full-time emplo ment whereas 74 per cent wanted part-time work.

The increasing shift of employment to the labour-in tensive service industries, especially the retail trad and restaurants, allows women to work for a fe hours a day or a few days a week during the peak d mand periods of their employers. As minimum wag rise, more and more firms resort to part-time worker these firms are the major employers of women, and follows that women's opportunities for part-tim employment have been growing. Because mar **women would rather accept part-time work** tha full-time work, it is not surprising that, in 1971, 60 p cent of part-time workers were women.

A significant number of working married wome who are involved in compressed workweek sche ules are dissatisfied with four working days of nine 10 hours a day. Mothers with young children fin that their long workday extends beyond the tim span of most child-care facilities, and this situatio leaves them with the problem of providing altern tive care for the remaining period of their workda Longer workdays often make it necessary for wome to leave home early in the morning before their chi dren leave for school, which means that the childre must get up and prepare for school excessively earl

Then, too, the extended workday may keep women at work longer than the usual workday, thereby creating problems with after-school care and the preparation of dinner. These conflicts in scheduling are also disturbing to many husbands, who are themselves on a five-day workweek. Such problems are likely to continue until the four-day workweek becomes a common work pattern, and until schools, child-care facilities and husbands shift to complementary schedules. Women without young children, however, seem to like the four-day workweek, because it gives them an additional day off to perform such duties as housework and shopping. (See also p. 786-87.)

Firms should consider the foregoing phenomena before shifting to four-day workweeks. If their prospective labour force includes a large proportion of women with young children, they should keep in mind that many of these women will probably seek alternative employment at firms not using the extended workday. Conversely, if the extended workday becomes the common pattern, we can expect an increase in the number of mothers with young children looking for part-time work.

The problems of working mothers on four-day workweeks can be alleviated if both parents accept joint responsibilities for the children and the housework, and if both do not work identical hours. If, for example, one parent had Monday off and the other Friday off, each could look after the children and the house on those days. In this way, the four-day workweek could help to integrate these new patterns into society, and would make it possible for even more married mothers to work. But if both parents were to work an identical four-day week, their problems would be magnified.

Even more significant than the four-day workweek is the fact that we have begun to free society from the rigid mold of the five-day, 40-hour week. We can now experiment with various ways of redistributing working time—over a month, a year or even a lifetime—in order **to better meet the changing needs of society.** For example, it has been suggested that the parents of a child under three years of age should work only a six-hour day. Under this proposal, the Government would establish the right of parents to stop work after six hours, and would give them a subsidy to offset their lost wages. Thus, there would be no discrimination against parents with young children who want to work and take care of their children.

The Government of Norway is conducting experiments aimed at ending sexual stereotypes by having a couple share a single job, with the husband and wife working alternate weeks. In arrangements like this, the length of the workday is of minor importance. Whichever parent is home during a particular week takes care of the children and the household

duties, and the roles are reversed on alternate weeks. Here, as elsewhere, there is the implied assumption that people would rather be at a job in the labour market than at home attending to their families and household duties.

Flexible working hours, or flextime, is another alternative. Under this concept, the worker must be on the job during certain core hours, but he is free to arrive for work and leave for home at any time during a specified period, provided that the required number of hours are worked. This arrangement **allows parents of school-age children to solve their child-care problems.** Flextime has become quite popular in Europe. In Switzerland, 30 per cent of the industrial labour force is on flextime. Few Canadian firms, however, are experimenting with it (LG, Oct., p. 652).

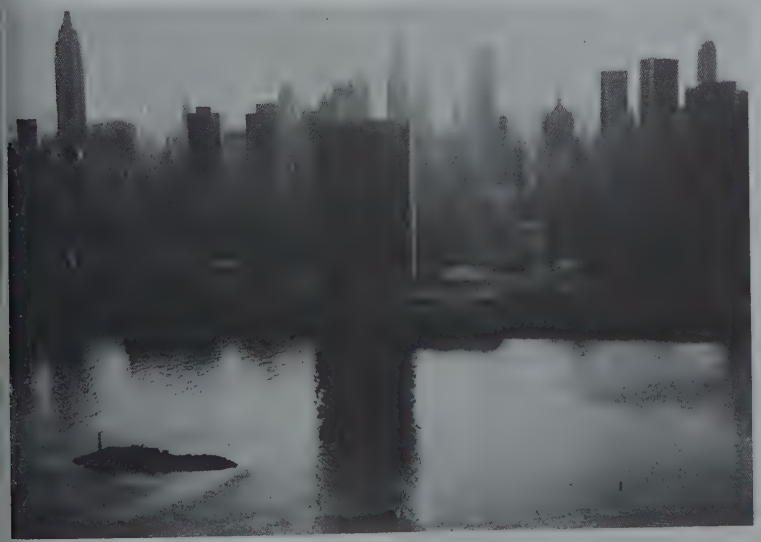
The longer the workday, the more valuable becom the possible variations under flextime. **If we are t move to the compressed workweek, with its corre spondingly longer day, we should couple it with th flextime concept,** in order to make the extende workday acceptable and practicable to most worker Naturally, such an arrangement calls for considerabl ingenuity on the part of management, but the com bination of considerable freedom to choose whic hours to work, plus an additional day or two off, i almost utopian compared with today's situation.

(Alan Carmel is Professor of Economics at the Uni versity of Manitoba, in Winnipeg. The opinions ex pressed in this article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

THE IMPACT OF MULTINATIONAL CORPORATIONS ON WORLD DEVELOPMENT

BY GEORGE SANDERSON

The impact of multinational corporations on world development is currently the subject of two ambitious studies that may eventually result in **a set of international guidelines for foreign investment.** Canada is participating in both these projects—one being conducted by the Paris-based **Organization for Economic Co-operation and Development** (OECD), the other by a special **United Nations** committee comprising 20 "eminent persons" from 19 countries. The top level panel includes economists, bankers, professors, corporation chiefs, labour experts and diplomats.



A special United Nations committee studying the impact of multinational corporations on world development opened public hearings in New York in September.

The basic aim of the year-long UN probe is to determine "whether a set of institutions and devices can be worked out that will guide multinational corporations and introduce some form of accountability to the international community." The initiative for this study, it should be noted, came from Chile.

As a background reference for the deliberations, the UN prepared a 195-page report spotlighting the threat that multinational corporations pose to the employment, trade, and monetary policies of their host countries. The document notes that although the corporate giants can be "key instruments" for improving the

economy of a nation, they also pose a danger to any nation's political sovereignty because of their sheer size, wealth and spread of operations. There is also an emerging feeling that multinational companies—many of which operate through subsidiaries in 20 or more countries—are becoming a growing cause of tension in the world economy. "There is no doubt that multinational corporations could precipitate a currency crisis if they were to move only a small proportion of their assets from one nation to another," the report warns. It is thought that a 1 per cent monetary shift could set off such a crisis.

In the past 20 years, multinational enterprises have established a firm foothold in nearly every corner of the world. Two thirds of their operations are in Canada (where they account for 60 per cent of total manufacturing output) and Europe, the remaining third in the developing countries, where their influence is relatively more significant. They control more money that the international reserves of all the world's industrial nations combined, and they are growing at a rate of more than 10 per cent a year—considerably faster than the economies of most countries. In 1971, each of the 10 largest multinational corporations—eight of which are based in the U.S.—produced more than the gross national product of 80 small countries. Each of the four largest—General Motors, Standard Oil of New Jersey, Ford Motors and Royal Dutch Shell—has an annual sales volume exceeding $10 billion. By 1985, some 300 giants are expected to produce more than half of the world's goods and services, compared with about 15 per cent today.

The UN analysis of the activities 211 multinationals with annu sales exceeding $1 billion sho that the U.S. is the source of mo than half the foreign investme around the world, and that t U.S., Britain, France and West Ge many together account for mo than 80 per cent of all foreign i vestment—estimated at $165 b lion. Japanese, German an French corporations are now mo ing to take over U.S. compani and to invest in the developir world. Soon, the oil-rich Middl East states will also become in portant international investors.

Though the rapid growth of th big corporations has undoubted been a critical factor in the pro perity of the Western world ov the past two decades, there a now clear signs that both the home countries and the countri where they operate subsidiari are concerned about foreign in vestment. Even the U.S. Goverr ment is worried about the abilit of American multinational firms t evade anti-trust laws and sipho off profits through tax havens, t export jobs and transfer func through inter-company links, an to accelerate monetary crisis b switching funds from one cur rency to another on foreign ex change markets.

To guide the multinationals in the exercise of their power and to introduce a suitable degree of responsibility toward the international community, the UN report suggests the development of special procedures, including: (1) a worldwide tax policy for the big companies—a policy that would especially benefit the developing countries; (2) a permanent UN body to conduct a continuing review of multinationals, and to provide a pool of information on such corporations; (3) adoption of a code of conduct for the giants; (4) a corps of UN-trained experts to advise on multinational firms; (5) renunciation of interference by the country of origin in the internal affairs of countries in which affiliates of multinationals operate; (6) adequate compensation for nationalization of subsidiaries of multinationals.

The OECD study, which will take at least a year to complete, has barely begun. But OECD officials are talking already of the possibilities of developing codes of conduct for governments and corporations on foreign investment. The aim of such codes, they say, would be not only to regulate the activities of multinational enterprises, but also to harmonize government treatment of foreign ownership and investment.

HUMANIZING THE JOB: THE MULTIPLE PERSONAL INVENTOR

BY JIM MACSWEEN

Matching people to jobs? It sounds easy. But why do **many industries have dramatic yearly staff turnovers?** Why are **large numbers of workers dissatisfied** with their jobs? The answer, according to Dr. Herbert M. Greenberg, is that **few people are doing the jobs for which they are best suited**—or which suit them, for that matter. Only one out of five people in the North American workforce is well-fitted for the job he performs, says Greenberg. His company, Marketing Survey and Research Corporation of Princeton, New Jersey, aims to place people in jobs where they can derive the most satisfaction.

He claims that **more effective placement is made possible by using the Multiple Personal Inventory**—a system devised by Greenberg and his wife, Jeanne, which, after four years of research and testing, is now being used by his company. Academic training and job experience, traditionally the main measures of a person's worth, are by-passed. Instead, the 12-page MPI questionnaire seeks to define the person's drives and potentials, and personality outline. It also **pinpoints** "hot buttons" of **inherent ability in an individual—factors that overrule education and experience in determining suitability for specific jobs.** Thus, according to Greenberg, the system has great potential for use in applicant-job matching. He views it as a means toward reducing unemployment by filling most vacant job positions with people who have the "personality dynamics" suited to those jobs. He claims that research by his company has proved that **even people in the so-called "hard-core unemployed" category** have a range of skills similar to any other segments of society. Careful placement of these workers could make them a great asset to society, he claims. He believes also that ex-convicts could similarly be put into jobs by matching their skills and personalities.

Greenberg describes MPI as a subjective test. It assumes that **most job applicants writing aptitude tests try to** answer questions in such a way that they **project the image they think the employer wants.** MPI takes the image that the applicant has given and uses it as a reflection of the applicant's personality.

Each administered MPI is mail to the Princeton office of Mark ing Survey, where it is analyzed a specialist. The specialist mak observations concerning the p son's suitability for the positic and he personally consults t client to discuss the person's M A report containing recommenc tions on the applicant's late skills and abilities is then sent the client.

Development of the Multiple Pe sonal Inventory began in 1957, response to the need for selecti people with sales ability for er ployment in the sales industry, sector where staff turnover h traditionally been high. In the ca of insurance companies, there an annual sales-force turnover 50 per cent, and a 90 per cent r placement rate over a three-ye period. Similarly high turnover fi ures prevail in the sales of mutu funds, automobiles, and real e tate.

Greenberg predicated his researc on the theory that **it takes a ce tain type of person to be succes ful in sales.** Over a period of fo years, he and his wife develope the MPI to detect **two main pe sonality traits—"ego drive" an "empathy."** Ego drive represen the need for personal satisfactio

gained from completing a sale. A successful salesman has a compelling personal need to sell his product in order to feel successful, Greenberg postulated, and this ego drive must be resilient enough to weather a certain amount of sales failure.

Empathy, the ability to understand the buyer's individual needs, is seen as the second essential personal characteristic for an effective salesperson. This ability—to sense what the buyer wants—allows the salesperson to adapt to the prospective purchaser and make the creative modifications necessary to sell the product.

Having singled out these two essential traits of a good salesperson, Greenberg and his wife set out to test their theories. In 1961, they founded the Marketing Survey and Research Corporation of New York, and began using the MPI to place suitable sales personnel with the client companies that engaged their services.

From the beginning, results were startling. Analysing primarily sales personnel, Marketing Survey found that four out of five people in sales positions were unsuited for their jobs by the ego drive-empathy criterion. In another study the automotive industry learned that about 20 per cent of its sales force was responsible for 80 per cent of car sales, and salespersons in **this top 20 per cent category reflected the ego drive-empathy combination in their MPIs,** according to Greenberg.

The first major opportunity to test the MPI theory came when Marketing Survey secured a grant from the U.S. Department of Economic Opportunity to organize a "New Opportunities Program." With the co-operation of a group of businessmen in San Juan, Puerto Rico, 250 unemployed persons were placed in professional sales jobs. An underlying objective of the program was to prove that the poor have the same potential and ability as other groups, and can be placed successfully in jobs requiring these abilities. Public notices and advertising produced the applicants, and each prospective employee was put through an orientation program, then given tests, including the MPI. About 800 MPIs were filled out, and people exhibiting sales ability were placed in the 250 job openings that best suited their individual personalities.

In a follow-up survey on those 250 people, some interesting statistics emerged: (1) the average earnings of those placed increased from $22 to $100 a week; and (2) the average length of time jobs were held increased from two months to 15 months.

The San Juan program led to similar projects, including several that placed persons in jobs other than sales. In turn, these led to a $7 million program aimed at placing 2,520 hard-core unemployed persons in 55 different types of jobs with 52 companies in the New York metropolitan area. Funded by the U.S. Departmen of Labor, the program involved various social agencies, such as the New York City Department of Welfare, and the New York State Employment Service.

In two years, 3,000 individuals were placed in jobs ranging from clerks to management trainees and computer programmers. **Of these 3,000 persons, 1,500 were still in their original jobs by the end of the second year; 500 had moved to better jobs; and 500 others had left their jobs** because of recruitment in the armed services, pregnancy, a return to school, or for other valid reasons. Figures showed that a surprisingly low 3 per cent of the trainees had their jobs terminated because of poor performance. Also, nearly 500 of the 1,500 people holding their original jobs had been promoted once or twice in less than two years.

Since completing the New York program, Marketing Survey has been working primarily with private companies in recruiting sales and management personnel. It has administered MPI to persons already employed by various companies, and then recommended a system of job shifting to better fit the personal abilities of employees. In such cases, conflict, or fear of job loss is avoided by the assurance that no employee who takes the MPI will have his or her job terminated or will suffer a reduction in salary.

For each evaluation and MPI report prepared, Marketing Survey charges its client $70. Most work is done on a "per evaluation" basis, but Marketing Survey has placed analysts with some companies to act as consultants. In its work with various firms, it claims to have reduced job turnover rates by an average of 66 per cent.

Marketing Survey has grown steadily since its inception in 1961, and now grosses more than $1 million a year. Growth was slow until 1964, when an article by

Greenberg in **The Harvard Business Review,** gave wide circulation to his theories on salesmanship. Since then, expansion has been steady, Marketing Survey having tripled in size between 1969 and 1973. The 1972 publication of Greenberg's book, **The Successful Salesman: Man and His Manager,** has helped to make 1973, by far, the most successful year to date. The company has extended its services into Canada, the Anne Martin Personnel Company of Toronto, being the agent. Canadian clients include Phillips Electronics, Sun Life Assurance of Canada, Confederation Life Insurance Company, the Federation of Automobile Dealer Associations of Canada, and the Canadian Real Estate Association.

For the future, **Greenberg would like to broaden his company's involvement in prisoner rehabilitation and poverty areas.** He asserts that prisoners and the poor have a very useful range of skills that need only be applied in the rig direction. He predicts that 90 p cent of the poor could be profi ably employed if governments ar industry would co-ordinate pla similar to his New York proje and be willing to subsidize salari during the employee's training p riod. He thinks that cities like T ronto and Monreal are an ide size for such a program.

"There is no such thing as a d humanizing job," insists Gree berg. "De-humanization take place only when a person is em ployed in a job that does n match his personal needs an abilities."

(Mr. MacSween, formerly a sta writer with **The Labour Gazette,** i currently studying law at the Uni versity of Ottawa. The opinion expressed in this article are thos of the author and do not neces sarily reflect the views or policie of the Canada Department of La bour.)

TUC '73: "STRONG AND CONFIDENT"

The principal issues at this year's **Trades Union Congress,** held September 3 to 7 in Blackpool, England, were the **Industrial Relations Act** (1971), the **economy,** and **British membership in the European Economic Community.**

The TUC dealt strictly and swiftly with the 20 dissident unions that defied its policy on the Industrial Relations Act, expelling them from membership. Never before had Congress ejected so many unions at once for breaking TUC rules. Their sin: they signed a trade union register set up under the Act—and refused to deregister.

The expelled unions include the seamen, the health service employees, the writers, actors, bakers, pilots and bankworkers—specialized groups that have only a small voice in congress policy compared with transport workers, engineers and miners. Once "out of the family," they lose the protection of the TUC's Bridlington agreement that prohibits inter-union membership raids. The number of people involved—360,000—represents 4 per cent of the total membership of 10 million.

Though the purge was predictable, Congress decisively rejected the idea of a total mandatory boycott of the National Industrial Relations Court. Unions will thus continue to defend themselves before the Industrial Court, which is part of the apparatus of the Act, but that is the limit of their recognition of the controversial labour legislation.

The Industrial Relations Act (1971)—designed to bring order out of chaos in British labour relations—provided, for the first time in the country's history, a comprehensive legal framework within which Britain's industrial relations system could operate. The TUC, however, remains unalterably opposed to the Act, charging that it restricts basic trade union freedom and encourages disputants to go to court rather than to meet at the bargaining table. Its policy of non-cooperation continues to take the form of a refusal by Congress affiliates to register under the Act, and thus to obtain legal status as trade unions.

On the economy, the TUC decided by a wide margin to continue talks with the Government on steps to curb inflation. But speaker after speaker made clear their determination to resist the Government's policies. The TUC believes that government measures to counter inflation are "unfair and unworkable" and that inflation can be checked only by statutory price controls linked to food subsidies. By a narrow margin, Congress passed a resolution not to boycott the Pay Board, the organization responsible for policing the Phase II, $2.50 plus 4 per cent wage-rise limit (LG, May, p. 283). But there were warnings of fresh disruption in the Civil Service if pay demands are left unsatisfied.

A move by moderates to end the TUC boycott of EEC institutions was narrowly defeated, but individual unions will be free to represent their members' interests in Europe wherever they can. Congress also reaffirmed its opposition to Britain's membership in the Community.

In his last important speech to the TUC, Victor Feather, retiring general secretary, dwelt on the Continental unions' wish that British unions join, work with and nominate members for all committees, institutions and organizations in the EEC on which they are entitled to have seats. "What our fellow trade unionists in Europe will not understand is a policy on our part that may look to them like a refusal to join with them in putting matters right," Feather told delegates. Watching proceedings from the visitors' balcony, former trade union leader Jack Peel, who is now a director of industrial relations in the European Commission's social affairs department, said of the decision: "I think in Brussels everyone will be sadly disappointed that the TUC still refuses to face reality." **The Times** took a similar view: "By choosing to hold the movement aloof from these committees where they have a right to claim seats, the unions are breaking their own unwritten law that, whatever the political circumstances, representing their members' interests is their duty.

Decisions affecting the workin environment will be taken b these bodies in the next year, an British workers have a right to ex pect representation there," com mented the influential Londo daily.

On another note, Congress is t ask all international trade unio centres to consider steps to estab lish international trade union un ity. A motion was unanimousl approved asking the TUC Genera Council to approach all unio centres to consider setting up a international liaison committee.

A large international delegatio attended the congress. It include Americans, Canadians, West Euro peans and representatives of vari ous Eastern Bloc countries headed by Boris Averianov, chie of the international department o the All Union Central Council o Soviet Trade Unions.

For the first time in its 105-yea history, the TUC has committed it self to industrial action in suppor of old-age pensioners unless there is a marked improvement in pen sions by next spring. A motion de manding higher state pension and equal pensions for womer was unanimously carried, and re ceived the full support of the Gen eral Council, which was at the same time careful not to tie itself

Victor Feather (centre, smiling broadly) joins in Auld Lang Syne at the end of the TUC congress at Blackpool. He is flanked by TUC President Joseph Crawford (left) and the new General Secretary, Len Murray.

down to any particular type, date or duration of action. Delegates were in no doubt, however, that strikes were intended. The Congress approved a call for determined action by unions to achieve equal opportunities for women in industry.

The Congress was the last for Victor Feather as general secretary of the TUC. He bowed out of an illustrious 36-year career with a gold badge, a fat cheque and a standing ovation. "It was a long haul from flour-bag filler to the most responsible position in the trade union movement," commented **The Times.** "As a chief spokesman for 10 million trade unionists for nearly five turbulent years, he has shown firmness tempered by moderation. His native wit and affable temperament have not only enlivened the sober business of industrial relations, they have been invaluable qualities in holding the TUC together. Despite internal strains manifested in the votes this week, he passes on to his successor Mr. Len Murray, a strong and confident Congress."

G.S.

QUEBEC TEACHERS CHALLENGE THE SYSTEM

BY MARCEL PEPIN

Early in July 1973, the Québec Teachers' Corporation (Corporation des enseignants du Québec) held its last annual convention. Next year, the first annual convention of the **Centrale de l'enseignement du Québec** will take place.

This change in name and status reflects the deep change that the 70,000-member organization of Québec teachers has undergone in the past ten years.

The main feature of the recent Québec teachers' convention was the **strong majority decision to challenge the whole existing political and social system** and to intensify the teachers' struggle, changing it into a class struggle and taking for granted that the State serves the ruling class.

This stand manifested itself in a more tangible way by **total rejection of Bill 89,** which changes the rules of applying the right to strike in the public and para-public sectors.

This **ideological radicalism is a source of endless astonishment to those who until then had considered the Corporation an agreeable organization, ready to co-operate with other partners in the teaching world and respectful of religious and civil authority.**

As for this image of a respectable professional corporation, ready to play the traditional game of established order according to rules, the CEQ wants no more of it. It fights it with, at times, irritating vigour. The image it is now seeking to establish **is that of a truly militant central labour body,** prepared

Yvon Charbonneau

o use its full material and intellectual resources to challenge the traditional ideology which, as far as it s concerned, places more importance on individual rights than on collective ones and pays more attention to the interests of free enterprise than to the social needs of the people.

To understand this new direction that the CEQ is taking, a brief look at the past is needed. About 15 years ago, the Québec Catholic Teachers' Corporation numbered a few thousand quiet, dignified and reserved school teachers, aware of their "noble" mission and proud of the respectful praise generously heaped upon them by society in place of a large salary. This respect on the part of the public was their sole reward. In actual fact, teachers secretly hoped to climb up to the status of respectable, well-paid professionals, and staked all these hopes on the Corporation.

Not so long ago, teachers' conventions were reassuring for everybody. Not only was there no systematic opposition, but the participants would even have blushed with shame if one of their members had dared denounce "the ruling class," convinced as they were that they were all rightly part of it. How is it that **in a decade, the docile teacher has succeeded in becoming an aggressive and unpredictable unionist.** As was the case for many others, it was the Quiet Revolution that shook them out of their sleep. In the early sixties, they started to feel stronger because there were now more of them.

While everybody was breathlessly watching the school reforms progressing at great speed, the teachers began to realize with amazement that they were being taken for granted. People were talking a lot about new buildings and programs, but hardly a word about the teachers' welfare. The teachers turned to their corporation. Unfortunately for them, the public just happened to be looking for scapegoats to a tone for the "extravagance" of the school reforms. Teachers were among the more spectacular victims of the Quiet Revolution; they were not easily forgiven for demanding to be paid

for teaching. The Québec teacher found himself in 1966 among the accused. The liberation had not lasted long. But during those four or five frantic years, he had fallen into the habit of taking care of his own affairs and decided to continue in the same way. From then on, it was clear sailing.

By enforcing Bill 25, which put an end to a teachers' strike, the Government forced the respectable Corporation to define more clearly its mission as a union. Sophisticated pedagogical committees gave way to hurriedly-formed union committees. The teachers, who until then had been accustomed to fearing school authority—the principal was often even more terrifying for the teachers than for the students—did not take long to realize that their salvation lay in union struggle. And they who had secretly cherished their status as respected members of the élite of Québec suddenly found themselves confronted with public hostility.

The teachers, who were banking on the establishment of a Department of Education made up of discerning technocrats and of specialists devoted to the educational cause, ready to pull schools out of the mess they were in, discovered with disappointment that they were the first victims of the Department's administrative confusion. They went from unfinished reforms to thwarted reforms and found contradictory instructions piling up in their files. They discovered with horror that they had become perfect targets for politicians looking for culprits to vindicate them for tax increases and unbuilt roads.

Meanwhile, the right to negotia their working conditions had bee given to them, but the teache had run into a series of problem They had triggered strikes and, b so doing, managed to throw pa ents, accustomed as they were t seeing teachers yield to authori in order to give their children good example, into a panic.

Throughout the years, the teache have secured their unity at th cost of much internal strife; the stressed the demands of their co poration and joined up with th other central labour bodies. I 1972, they joined the "Commo Front" set up by these bodie against the Government, had t pay more than $1 million as a re sult of legal proceedings brough against them, and watched the president, Yvon Charbonneau march off to jail. In 1973, a cor gress was held and they declare themselves **in favour of social ac tion within a class struggle** cor text. Since they had gladly agree to participate in the great reform of the early sixties with minimur staff, decaying buildings and ob solete equipment, since they ha to bear the consequences of th extravagant expenses made on be half of education, the teacher had reason to expect a bit of res pite. **They had not foreseen** th falling birth rate or budget cut and the ensuing staff surpluses layoffs, retraining programs an the whole series of **problems af fecting professions where job have become redundant.**

To pull themselves out of this mess, the teachers decided to fight the State on its own grounds: political action became the be-all and end-all of the great struggle.

"Even in maintaining silence and even when it gets entangled in business-unionism, organized labour is involved in political action merely by having to defend the interests of those it represents. Let us then face reality. The only choice we have left is to find the means to impose our priorities, the workers' priorities," declared CEQ President Yvon Charbonneau in 1972.

It was decided at the 1973 congress that labour legislation had to be prepared that defended the workers' interests and "no longer those of the ruling class."

To this general outline, the congress added resolutions concerning women's liberation and the development of the co-operative movement, and condemned the subsidizing of private schools as a form of continuous abuse of privileges.

School authorities of all kinds will take the opportunity to raise the spectre of indoctrination in the schools, and **the CEQ will have to fight hard to avoid accusations of being overly political,** which won't fail to come pouring down on them soon. Furthermore, intellectuals won't miss the chance to snicker at the CEQ's belated discovery, that the society of Québec is irremediably divided into two tight blocks: the rulers and the ruled!

As a matter of fact, the CEQ did much proclaiming at the congress, but took few decisions. Even on more familiar territory such as schools, it showed itself discreet. Gone are the days when school programs were scrutinized and analysed in minute detail for the children's own good! Now it's the entire system that must be scrapped . . . in words!

On the practical level, however, the congress came to one major conclusion: teachers have lost faith in government institutions. They no longer want to be part of the school system. On the contrary, they have steppped aside and committed to fight it.

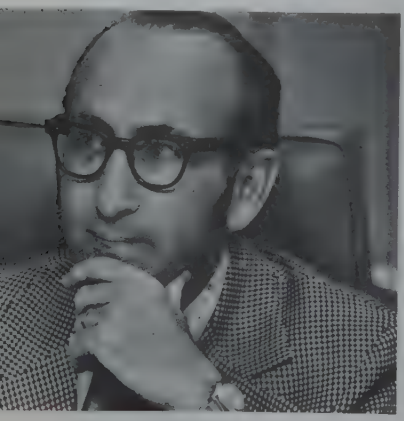
This attitude did not come about by chance. Even if the Government may be tempted to capitalize on the danger of aggressive radicalism on the part of teachers, it will not be able to postpone indefinitely a thorough examination of the malaise that has led a whole and important sector of society to go openly on the warpath.

Beyond the effervescence that is particularly perceptible at a congress, there was a realistic touch on the part of the leaders: they resolved to provide the movement with well-tested action machinery. This, in itself, is an insurance policy against fantasy.

(Marcel Pepin, a graduate of the University of Ottawa and l'Université de Montréal, is a reporter with **La Presse,** a Montreal daily newspaper. He was appointed parliamentary correspondent for the Ottawa daily **Le Droit** in 1964. Four years later he became regional director of the Conseil économique de l'outaouais. The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

INVOLVEMENT AND PERSONAL CONCERN: A NEW MANPOWER PLAN FOR THE YEAR AHEAD

A dynamic manpower program for Canada was outlined by John L. Manion, Assistant Deputy Minister of Manpower and Immigration, to delegates representing 30 countries at the Diamond Jubilee Convention of the International Association of Personnel in Employment Security.



John Manion

Central theme of the convention, held in Portland, Oregon, was **"involvement,"** and Mr. Manion noted that for those who worked in the employment field, the word was an operative one.

"We are indeed 'involved'," Mr. Manion said. "We provide a necessary service within our communities. We strive for the betterment of these communities through our work with employers and job-seekers, and with this involvement comes great responsibility for the kind of service we provide and the quality of that service can have far-reaching effects on the entire fabric of our society."

Mr. Manion spoke of the **revolutionary changes in the world of work** that began in the 1960s. In Canada, the Department of Manpower and Immigration constantly reviewed its programs and adjusted them to meet the challenge of change.

"All evidence is that the trends will continue and accelerate in the '70s, with far-reaching implications for public and private institutions and policies. In Canada, these forces are particularly dynamic," he said.

Mr Manion believes that the forces that will change the face of the future are:

1. The **explosive growth of the labour force.** In the period 1965-80, "we forecast a 50 per cent growth rate compared with about 30 per cent for the United States, 5.5 for Germany and 4.4 for Britain."
2. The **concentration of youth:** "In 1954, unemployment among youth under 25 was one-and-one-half times the national average; by 1972, this had climbed to one-and-three-quarter times the national average."
3. The **changing value systems** and new emphasis on the importance of the individual: "The emerging labour force of the '70s will have **values and attitudes varying markedly from traditional ones,** in particular with respect to the role of organizations and the process of institutional decision-making." Canada's manpower policies are being shaped by the need to meet these changing attitudes and the need to create enough jobs to accommodate the growing work force—but jobs that provide **satisfaction, fulfillment** and **democracy** in the work-place.

The aims of the department, when it was created in 1966 both as a response to Canada's needs and as a result of OECD recommendations, were to provide: comprehensive employment services; preventative or remedial action against unemployment disturbances; adult training programs and ongoing reforms in the general education and training system; assistance to geographic mobility; measures to assist marginal groups to take up and maintain gainful employment; development of income security programs such as unemployment allowances and redundancy compensation; and the forecasting of future occupational requirements as a guide for developing and implementing manpower policies. In response to those aims, in the years since 1966, "we have built a comprehensive manpower policy and a set of programs and services to give it effect." Our national network of 390 Canada Manpower Centres has a full range of testing, placement and counselling services. It is augmented by 85 offices on post-secondary campuses and 196 summer CMC's for students. We have substantial Manpower Training programs, a program of mobility assistance, special services and programs for the disadvantaged.

"Many of the manpower programs that have served us well in the past are still valuable today," according to the department's evaluation, and "these programs will be continued," Manion said. Among the program adjustments to be made in the future are a greater emphasis on job creation and a re-structuring of job-finding service, he mentioned. Better labour market data is needed and some relief for the heavily burdened manpower staff and facilities. Other key changes in the

new manpower plan will result in improving the links between the CMC and the community, and between co-operating agencies at all levels.

"I believe that **none of our programs better illustrates the new level of involvement—and the commitment of our staff—than our experiments in job creation,"** he said. "Our major thrust in this area is our **Local Initiatives Program."** Aside from the high degree of ingenuity that the program has elicited from the public, the "practical" measure of its success lies in its creation of 750,000 man-months of employment at a cost of approximately 400 millions.

"Because of the fine results of the Local Initiatives Program, it has been adapted, on an experimental basis, to offer **assistance to the hard-core unemployed.** The Local Employment Assistance Program is similiar to LIP, except that individual projects will last two or three years in order that the people involved not only become conditioned to the world of work and gain in self-confidence, but also establish viable work histories that will be acceptable to employers."

Continuing with programs that emphasize involvement through job creation, Manion spoke of **special programs designed to assist disadvantaged people** looking for jobs. "We have avoided tight definitions of 'disadvantaged'; however, in general, we consider people to be disadvantaged if they want to work and can be made employable, but whose needs extend beyond the normal range of training, mobility, counselling, and placement services. ... We are adding new flexibility and financial authority, enabling our CMC's to do just about anything needed to get an employable worker into a job. This includes everything from the purchase of outside professional diagnostic services to payment of travel costs to bring a client from an outlying area to a CMC for service. We are also involved in an Outreach Service ... for those people who now do not have access to the normal manpower services and programs."

Another aspect of involvement, indeed, one of the most important elements of any manpower plan, "is the degree of co-operation that government manpower administration has with the private sector of the economy," he said, "and in each centre we are encouraging even greater contact with employers. New links with labour, at both the national and provincial levels will also be sought."

Local consultative committees wi be set up to provide employe and labour groups at every level the labour market with the mean to actively participate in the estab lishing of Canada's manpow plan.

The Canada Manpower Consulta tive Service, which assists labou and management in developin manpower adjustment program to meet economic and tech nological change, is also bein strengthened.

Although the department re-eval uation showed the need fo change, the basic goal remains a valid today as when the depart ment was created: To contribut to the attainment of the economi and social goals of the country b optimizing the use, quality an mobility of all the manpower re sources available. And to mee this goal, "manpower policy mus not only respond to, but antici pate changing economic and so cial conditions, in order to provid the basis for development of ap propriate strategies and pro grams."

"It is our belief" Manion concluded, "that Canada's manpower plan will achieve this necessary dynamism."

J.D.A.

FEDERATIONS OF LABOUR CONVENTIONS

SASKATCHEWAN

A Saskatchewan minimum wage of $2.50 an hour, restricted ratios of part-time employees to full-time employees, a 32-hour, four-day work week and double-time for overtime were some of the more than 80 resolutions approved by the Saskatchewan Federation of Labour at its 18th annual convention held in Saskatoon October 11 to 13.

Delegates to the convention not only asked the Saskatchewan Government to immediately raise the minimum wage from $2 (as of December 1) to $2.50, but **they also asked the Government to convene the Minimum Wage Board.** The board would conduct public hearings to consider (1) a minimum wage of $3 an hour; (2) the necessity of legislation restricting the number of part-time employees to 25 per cent of the full-time employees in a company; and (3) the payment to the part-time employees of a premium of 20 per cent of their wages in compensation for the lack of fringe benefits.

Bill Gilbey, chairman of the convention's resolutions committee, said **the wage increase is needed because the current minimum wage is not enough to support a decent standard of living.**

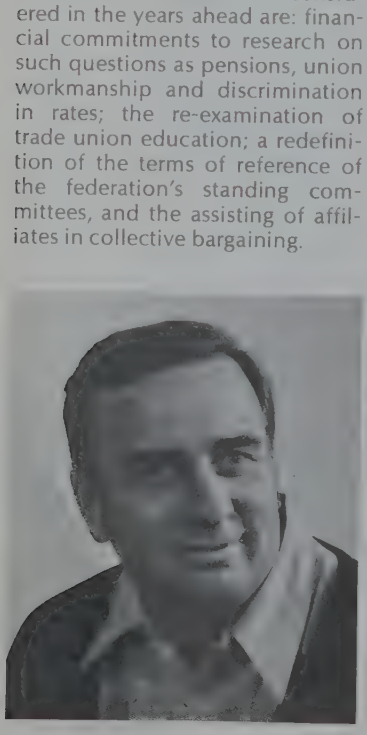
The Economic Council of Canada and the Canadian Welfare Council have estimated a single person needs a minimum annual salary of $4,600 and a married couple require $6,000 a year to maintain an adequate living standard; "$1.75 an hour just doesn't bring people up to that standard," he said.

"It is ridiculous to have government agencies agreeing that a wage earner needs more than $2.50 an hour to maintain a minimum living standard, and then failing to provide the bare minimum by legislation," said Gilbey.

A 32-hour, four-day workweek with no pay decrease is necessary according to the resolution, because of "chronic unemployment plaguing Canada for several years" and "the displacement of people due to automation which is increasing the numbers of the unemployed at an alarming rate."

The resolution regarding overtime work was prefaced with the statement that overtime is against union principles. Overtime should be worked on an optional basis and the employees should be compensated with double-time pay.

In an address to the delegates, Ross Hale of Saskatoon, re-elected President of the Saskatchewan Federation of Labour at the convention, said **the convention should be a rallying point in redefining and re-emphasizing a future labour program.** Some of the directions that should be considered in the years ahead are: financial commitments to research on such questions as pensions, union workmanship and discrimination in rates; the re-examination of trade union education; a redefinition of the terms of reference of the federation's standing committees, and the assisting of affiliates in collective bargaining.



Ross Hale

Saskatchewan Labour Minister Gordon Snyder told the convention that the Government would give **immediate attention to updating workmen's compensation.** A government-appointed task force that studied workmen's compensation has recommended a universal sickness and accident plan. This recommendation is a sharp departure from traditional government approaches and has far-reaching ramifications which need time to be studied.

The cost of increasing widows' pensions, children's and orphans' allowances and disability pensions is about $14 million, a financial problem facing the Government in making changes that it regards as imperative, he said.

NOVA SCOTIA

At the 18th annual Nova Scotia Federation of Labour convention, held in Halifax from September 26 to 28, **resolutions calling for changes in the labour standards code and an increased minimum wage to $2.50 were adopted.** The federation also voted to affiliate with the Nova Scotia New Democratic Party.

Other resolutions approved by the convention included one calling for only full-time workers to vote on union certification, the extension of bargaining rights to inshore fishermen, and a request that the provincial Government appoint a full-time labour minister. D. Scott MacNutt is minister of health and housing as well as labour.

Affiliation with the provinci NDP was approved despite urgir from federation President Joh Lynk that it should not be don Mr. Lynk, elected to his 10th cor secutive term as President, said a filiation with any political part would inflict a self-destroying fat on the federation. Three other Ca nadian labour federations whic in the past affiliated with politica parties soon collapsed, he said.

The convention voted to brin pressure against the Nova Scoti Government to increase the prov ince's minimum wage of $2.5 with six per cent vacation benefits **The minimum wage law shoul also be amended to eliminat "discriminatory" clauses which al low some employers to pay youn or inexperienced workers lowe wages, the convention decided.**

Delegates also called for amend ments to the Nova Scotia labou standards code to provide a min imum of double time for all hours above eight hours a day, 40 hours a week.

Paul LePage, President of the New Brunswick Federation of Labour, told the convention that **companies are using the courts to put down trade unionism.** The courts are being employed as a stall tactic to create problems for organizing labour, he said, when companies use them to prevent certification of a union. When unions win court cases, said LePage, companies launch appeals that further hold up the entry of the unions into their plants.

PRICE INDEXES

CONSUMER, SEPTEMBER

The consumer price index (1961=100) rose 0.6 per cent to 153.9 in September from 153.0 in August and all major components registered increases. **Food prices advanced 0.9 per cent.** The price level for all-items other than food increased 0.5 per cent for the fourth consecutive month. Among the non-food components, the clothing index rose 0.8 per cent, the transportation index 0.6 per cent, and the housing index 0.5 per cent. The elements for health and personal care and for recreation, education and reading, each increased 0.2 per cent, and that for tobacco and alcohol, 0.1 per cent. The all-items index was 8.5 per cent above its level of a year ago.

The food index advanced 0.9 per cent to 170.2 in September from 168.7 in August. About one half of the increase was attributable to a rise of 3.1 per cent in the price of food eaten away from home. The price level of food for home consumption rose 0.5 per cent despite marked seasonal price declines for fresh produce. The impact of higher wheat quotations was reflected by a sharp one-month increase of 8.9 per cent in the level of prices for cereal and bakery products—bread prices advancing 17 per cent, flour 10 per cent, and macaroni 6.2 per cent. The dairy products index rose 1.2 per cent mainly because of higher fresh milk prices in most provinces except Ontario and Quebec. The price of margarine, which had been stable over the past three months, rose 4 per cent in the latest month. Each element of the meat, fish and poultry index increased 4.7 per cent. In meats—pork prices advanced 6.1 per cent to a level 37.1 per cent above September 1972, beef prices, on average, rose 2.8 per cent in the latest month and were 29.4 per cent above their level of a year ago; poultry prices rose 5.2 per cent between August and September, and were 47.6 higher than a year earlier. Canned salmon, in the latest month, registered an increase of almost 17 per cent. Egg prices continued to advance, rising 6.8 per cent in the latest month and 50 per cent since September 1972. Fresh vegetable prices that normally decline between August and September, registered a greater than usual decline of more than 36 per cent. Some items such as tomatoes and onions, retailed, on average, below their price levels of a year ago. Fresh fruit quotations declined 8 per cent from the previous month. Since September 1972 the food index advanced 16.0 per cent, the price of food consumed at home 16.1 per cent, and food consumed away from home, 15.3 per cent.

The housing index rose 0.5 per cent to 154.4 in September from 153.6 in August as a result of increases of 0.5 per cent in both the shelter and household operation components. Within the shelter component, the home-ownership

element increased 0.7 per cent because of increases in the indexes for new houses, home-owner repairs and mortgage interest; rents rose 0.1 per cent. In household operation, fuel oil prices advanced in several cities in Ontario, Manitoba, Saskatchewan and British Columbia. Furniture prices increased, on average, 0.8 per cent. Appliance prices advanced 0.3 per cent, and among other home furnishings, floor coverings and dishes were higher in price. The household supplies index advanced 1.2 per cent. Between September 1972 and September 1973, the housing index advanced 7.1 per cent.

The clothing index advanced 0.8 per cent to 139.5 from its level of 138.4 in August and all major clothing components recorded increases. A rise of 1.3 per cent in the men's wear, and of 0.6 per cent in the women's wear indexes resulted from advances in most items surveyed but the largest increases were recorded for items of men's outer wear and women's and men's sports and casual wear. The clothing services component rose, on average, 1.9 per cent following increased costs in several centres for laundry, dry cleaning and shoe repairs. The index for children's clothing advanced 0.5 per cent but was 2.2 per cent below its level of a year ago. Higher quotations for cotton and cotton blend fabrics were responsible for an increase of 0.6 per cent in the piece goods index between August and September. Footwear prices rose, on average, 0.4 per cent. In the twelve-month period ending September 1973, the clothing index rose 5.4 per cent.

The transportation index advanced 0.6 per cent in September to 139.6 from 138.7 in August mainly because of an increase of 1.5 per cent in the automobile operation and maintenance component. It was 3.9 per cent above its level of a year ago. Widespread price increases were recorded for gasoline that rose, on average, 2.7 per cent in the latest month and 11.4 per cent since last May. Automobile repair charges, motor oil and battery quotations increased in most cities. Tire prices were generally lower and new car prices declined 0.3 per cent as the model year closed. The public transportation index was unchanged as a marginal increase in the local transportation index was offset by a decline in the train fares index.

The health and personal care index rose 0.2 per cent to 157.8 from 157.5 as a result of slightly increased price levels for pharmaceuticals and for personal care supplies. It was 5.2 per cent higher than a year ago.

The recreation, education and reading index advanced 0.2 per cent to 147.2 from 146.9 as increases were recorded in the recreation and reading components. Within recreation, higher quotations for television repairs and phonograph records outweighed price reductions for television sets and stereo combinations. The recreation, education and reading index was 5.0 per cent higher than in September 1972.

The tobacco and alcohol index advanced 0.1 per cent to 136.6 from 136.5 because of a small increase in the alcoholic beverages component. It was 2.8 per cent above its level of a year ago.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. Between August and September, the total goods index advanced 0.7 per cent with the main impetus coming from non-durable goods that rose 1.0 per cent in response to higher food, gasoline and fuel oil prices. The index for semi-durable goods rose 0.6 per cent because of higher clothing quotations; the durable goods components was unchanged. The services index rose 0.5 per cent as increases were registered for, among other items, shelter, transportation and recreation services. In the twelve months to September 1973, the total goods index advanced 10.7 per cent and that for services 6.8 per cent.

CITY CONSUMER, AUGUST

Consumer price indexes rose in all regional cities and city-combinations between July and August, with increases ranging from 1.0 per cent in Saskatoon-Regina to 1.9 per cent in St. John's, Nfld. Food indexes advanced in all cities reflecting higher prices for meat, fish and poultry, eggs, bakery and cereal products, processed fruit and vegetables, and food eaten away from home. Within the food component, fresh product items declined in price in many of the cities surveyed.

Housing components rose in all cities mainly because of increased home-ownership costs, and higher prices for fuel oil, furniture, cleaning supplies and household effects insurance. Clothing prices increased in ten cities and city-combinations mainly because of higher prices for footwear, women's sportswear, men's hosiery and children's school and sportswear; men's outwear was lower in price in most cities. Transportation rose in all cities reflecting higher prices for gasoline and increased automobile insurance rates; taxi fares were also higher in some cities. Health and personal care components increased in eleven cities and city-combinations in response to higher charges for men's haircuts and women's hairdressing, and increased prices for non-prescribed medicines and personal care supplies. Recreation, education and reading indexes rose in ten cities and city-combinations reflecting increased cinema admission charges. Tobacco and alcohol components registered mixed movements.

WHOLESALE, AUGUST

The general wholesale (1935-39=100) price index rose 6.9 per cent in August to 400.5 from 374.7 in July and was 28.9 per cent higher than the August 1972 level of 310.8. The eight major group indexes advanced.

The vegetable products group index rose 16.4 per cent in August to 407.6 from 350.2 in July on higher prices for grains, 48 per cent, milled cereal foods, 29 per cent, and livestock and poultry feeds, 7 per cent. An advance of 13.5 per cent to 518.2 from 456.6 in the animal products group index reflected price increases for fresh meats, 23 per cent, cured meats, 29 per cent, livestock, 17 per cent, hides and skins, 13 per cent, fishery products, 13 per cent, and eggs, 13 per cent. Higher prices for zinc, solder and copper were mainly responsible for a rise of 2.2 per cent to 332.7 from 325.5 in the non-ferrous metals products group index. An advance of 1.6 per cent to 336.0 from 330.7 in the textile products group index reflected price increases for cotton yarns and raw cotton. The non-metallic minerals group index rose 1.5 per cent to 255.2 from 251.5 on higher prices for components such as petroleum products. An increase of 1.4 per cent to 505.9 from 499.1 occurred in the wood products group index on price increases for wood pulp and newsprint.

The general wholesale index, which advanced 28.9 per cent from August 1972, contains relatively few final product price indexes for commodities such as consumer durable goods, whose prices have changed little during the year. The industry selling price index for manufacturing, which advanced 15.1 per cent during the same period, does include such products.

U.S. CONSUMER, AUGUST

The consumer price index (1967=100) rose 1.9 per cent to 135.1 in August, the largest advance since September 1947. This increase did not include the effects of normal seasonal price changes; it was 7.5 per cent above that of August 1972. Food prices, 19.9 per cent higher from that date, accounted for about 80 per cent of the overall rise in consumer prices for the month.

Food prices rose 6.1 per cent to 149.4, the largest increase since 13.8 per cent in July 1946, and were 19.9 per cent above their level of a year ago. The price of meat, poultry and fish rose 16.4 per cent in August and 40.7 per cent since August 1972. Egg prices also recorded a large increase. Prices of products other than food rose 0.5 per cent, the main contributors to this group being increases for apparel, houses, home maintenance and fuel oil. The services index rose 0.7 per cent, the largest monthly increase in three years. More than half the increase was the result of higher costs for mortgages, and an advance in rents and medical services.

GENERAL TOPICS

EMPLOYMENT REVIEW SEPTEMBER

Seasonally adjusted, the level of employment in September was estimated at 8,740,000, a decline of 61,000 from August; **unemployment at 561,000 was 47,000 above the August level. The adjusted unemployment rate was 6 per cent,** an increase from 5.5 per cent in August. Estimated employment declined to 8,800,000 from 9,240,000 in August, and unemployment declined to 421,000 from 433,000 in August. In September 1972, employment was 8,380,000 and unemployment 459,000.

Regionally, the adjusted unemployment rate rose in the Atlantic, Quebec, Ontario and British Columbia regions, and declined in the Prairie region. The rate in the Atlantic provinces was 8.7 per cent in September slightly above the August level of 8.2 per cent. In Quebec, the September rate advanced to 7.9 per cent from 7.3 per cent, in Ontario to 4.7 per cent from 4.1 per cent, and in British Columbia to 6.3 per cent from 5.6 per cent. In the Prairies, the rate declined to 4 per cent from 4.6 per cent. **The seasonally adjusted participation rate,** the percentage of the population counted in the work force, **decreased to 57.3 in September from 57.6 in August.** The decrease was mostly among women 25 years of age and over.

DECEMBER CREDITS

Photos. NFB: p. 804, 805, 809, 811, 812. George Sanderson, Ottawa: inside cover, p. 821. IBM: inside cover. Hank Lebo, California: p. 795. Bob Fitch: p. 796. ILO, Geneva: p. 797, La Presse, Ltée, Montréal, Qué.: p. 800, 817. National Health and Welfare: p. 806. The Press Association Ltd., London: p. 814, 815. Murray Mosher, Photo Features, Ottawa: p. 820. Creative Professional Photographers Ltd., Saskatoon: p. 824.

CONCILIATION

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River and Deep River, Ont., and Office and Professional Employees International Union, Local 404 (representing a unit of administrative, clerical and medical employees) (Conciliation Officer: K. Hulse).

Great Lakes Pilotage Authority Ltd., Cornwall, Ont., and the Corporation of Professional Great Lakes Pilots (representing a unit of Canadian licensed ships' pilots) (Conciliation Officer: M. K. Carson).

Atomic Energy of Canada Ltd. (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Officer: A. E. Koppel).

CKCH Radio Limited (CKCH-AM–CKCH-FM), Hull, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

British Yukon Navigation Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: G. W. Rogers).

Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Meyers Transport Limited, Campbellford, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport and International Association of Machinists and Aerospace Workers (representing a unit of fueling and fueling mainenance employees) (Conciliation Officer: K. Hulse) (LG, Nov., p. 770).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of employees in the marketing, passenger, operations and air cargo departments) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Nov., p. 770).

Airline Services (Canada) Limited, Air Terminal Transport Limited, Mississauga, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of truck transport drivers, helpers, maintenance employees and skycaps) (Conciliation Officer: H. A. Fisher) (LG, Oct., p. 696).

St. Lawrence Stevedoring Company Limited, Montréal, Qué.; Montréal Stevedoring Corporation, Montréal, Qué., and the Oil, Chemical and Atomic Workers International Union, Local 9-102 (Conciliation Officer: M. Archambault) (LG, Jan. 1972, p. 42).

Disputes in which no further conciliatory action taken under Canada Labour Code (Part V—Industrial Relations). Capital Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of employees classified as drivers) (Conciliation Officer: M. K. Carson) (LG, Oct., p. 696).

Midland Superior Express Limited, Calgary, Alta., and General Truck Drivers Union, Local 938 (representing a unit of employees classified as P&D owner-operator working in and out of the company's Toronto terminal) (Conciliation Officer: H. A. Fisher) (LG, Oct., p. 696).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: R. F. Langford) (LG, Oct., p. 696).

Don's Transports Cartage (Windsor) Ltd., Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers' Union, Local 880 (Conciliation Officer: H. A. Fisher) (LG, Sept., p. 620).

Disputes settled following Minister of Labour's decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Don's Transports Cartage (Windsor) Ltd., Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers' Union, Local 880 (Conciliation Officer: H. A. Fisher) (see above).

Alcan Aluminium du Canada Ltée, Port Alfred, Qué., and le Syndicat des Employés de l'Aluminium du Canada Ltée (Division du Transport) (Conciliation Officer: S. T. Payne) (LG, Oct., p. 697).

Conciliation commissioner appointments: Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Nov., p. 770).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (representing a unit of office and technical workers) (LG, Nov., p. 770).

National Harbours Board and National Harbours Board Police Brotherhood, Port of Montreal (LG, June, p. 405).

Settlements by conciliation commissioner. Canadian National Hotels Limited (Macdonald Hotel), Edmonton, Alta., and International Union of Operating Engineers, Local 955 (Conciliation Commissioner: T. H. Miller (LG, Nov., p. 771).

Cominco Limited (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Commissioner: John C. Sherlock) (LG, Nov., p. 771).

Conciliation boards established Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants Association (LG, Oct., p. 696).

Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing a unit of office employees) (LG, Oct., p. 696).

Strike action following board procedure. Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608, representing specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (Pinawa group commenced strike action on September 8, 1973 followed by the Chalk River group on September 10, 1973) (LG, Nov., p. 771).

Disputes referred to arbitration pursuant to the provisions of Maintenance of Railway Operations Act, 1973. Major Railways involving Canadian National Railways and CP Rail Limited and other short line companies and Associated Non-Operating Unions (LG, Oct., p. 698).

ailway Association of Canada nd Division No. 4, Railway Em-loyees' Department, AFL/CIO .G, Nov., p. 771).

anadian National Railways and P Rail (System) and United ransportation Union (T) (LG, lov., p. 771).

ollowing the completion of con-iliation board proceedings affect-ng some 55,000 non-operating ailway employees involved in)ispute No. 1, selective strike ac-ion began July 26. Subsequently, n August 23 the selective walk-uts resulted in a national strike. arliament was recalled on August 0 following which the Main-enance of Railway Operations ct, 1973, was passed that pro-ided for, among other things, an mmediate resumption of railway ervices as well as the resumption f negotiations between the par-ies with resort to binding arbi-ration in the final analysis. On or about September 2, the date on which the legislation took effect, a majority of the striking employees began returning to work. Some railway employees in certain locations continued their strike activities after September 2. However, all railway employees resumed their duties on September 10 following the intensive efforts of the Minister and his senior departmental officials. As provided for in the Maintenance of Railway Operations Act, 1973, the Minister appointed the Honourable Emmett M. Hall of Saskatoon as arbitrator to deal with the three disputes mentioned above.

The reports of both Conciliation Boards affecting Disputes No. 2 and 3, involving some 20,000 shopcraft employees and 14,000 trainmen, respectively, were received by the Minister during August, and the employees concerned were affected by the national strike action taken by the 55,000 employees represented by the Associated Non-Operating Railway Unions.

Appointment of mediators under Section 195. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (Mediator: D. H. Cameron) (LG, Oct., p. 697).

Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608 representing specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (Mediator: T. B. McRae) (see above).

Settlement by mediator under Section 195. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (Mediator: D. H. Cameron (see above).

LEGAL DECISIONS

Case reported by William B. Sims, Legislative Research Branch.

Severance Pay Available Through Closure of Plant

(Ainscough et al. v. McGavin Toastmaster Ltd., British Columbia Supreme Court, March 9, 1973, CLLC 14,165)

The company announced in February 1971, that as of March 1, 1971, it would supply certain interior points of British Columbia with buns from its Calgary plant, and that its plant at 601 West 10th Avenue, Vancouver, would be closed.

The union made several attempts to meet with management to discuss the future of the employees that would be affected by the announcement but was unsuccessful, and was later informed that the decision to close the plant was irrevocable, and that no guarantees could be given as to future developments.

As a result of the company's refusal to meet with the union's representative, the union informed the company that employees would be withholding their services until management agreed to sit down and discuss the situation. The plant came to a standstill for three days while the employees did not show up for work. On the fourth day the union was informed by letter that by a resolution of its Board of Directors, the plant would be closed permanently in March, 1971.

The issue was whether the employees were entitled to severance pay. The union claimed that because of the closure of the plant the employees were entitled to severance pay, and pay in lieu of notice. The company contended that it was the employees who had closed the plant through their concerted action in withholding their services.

In handing down his decision Kirke Smith, J., of British Columbia Supreme Court said that, while the employees were in breach of their obligation to work for the company by withholding their services, to say that their withholding of services resulted in "closure" of the plant, entitling the company to decide not to "re-open" was to indulge in sheer semantics to the destruction of common sense and logic.

Whether legal or illegal, authority was not lacking for the common sense proposition that the existence of a strike does not, per se terminate the employer-employee relationship. It requires some action, some acceptance by the employer of the refusal to work, to terminate the individual contracts of employment.

In view of the fact that the company did not give notice of discharge to the employees as provided by Article VIII s. 1(a) of the contract, their employment continued to be in force, and they were therefore entitled to severance pay.

RAILWAY ARBITRATION

Case 417. Dispute between the Canadian National Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over violation of a local arrangement relating to the sharing of overtime.

The union alleged that on two separate occasions certain drivers were used to check and pre-load traffic, work that would normally be done by warehousemen. The company admitted that on one of those dates the drivers were used for pre-loading, but argued that it was in order. It denied, however, that the drivers performed checking duties on that date and it denied that any of the work was performed by this class of drivers on the second date in question.

The arbitrator believed there was enough evidence to support the union's claim for the first date, but dismissed the grievance for the second date. His award was that the grievors be paid two hours' pay at overtime rates.

Case 418. Dispute between Canadian Pacific Limited (CP Rail) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over dismissal of a freight shed checker.

The brotherhood alleged that a freight shed checker was improperly disciplined when he was dismissed from service for refusing to perform regular duties. It alleged also that the agreement was violated when he was held out of service once an investigation was made pending a decision on the discipline to be imposed.

The checker was dismissed for refusing to unload a trailer of cartons, insisting on the assistance of a helper. The union claimed that the discipline was unwarranted and that the employee should have been returned to service upon completion of the investigation pending a decision of his case. It requested that the employee be returned to service and reimbursed for lost wages.

Insisting that it had not violated the agreement, the company stated that there was enough evidence at the investigation to warrant the man's dismissal. The grievor admitted that he was capable of performing the work by himself, but he contended that it was "normal" for a helper to assist in the work. Often a helper is assigned for unloading. The foreman went to see whether a helper was available but in the meantime the grievor had made no attempt to start working.

In reviewing the case, the arbitrator conceded that although helpers were frequently assigned to assist in unloading, the company was not under any obligation to provide them. He believed that the grievor was at fault in refusing to do his job, and that he should be disciplined. But the discipline, he said, was too harsh. In the arbitrator's view, a suspension for a period of three months would have been fair because of the grievor's "persistent and wilful refusal to work." The period when he was kept from work while the case was under investigation should, however, form part of the period of suspension. Taking all things into consideration, the arbitrator ruled that the grievor be reinstated without loss of seniority or other benefits, and reimbursed for his loss of regular earnings after the end of the three months.

Case 419. Dispute between Canadian Pacific Railway (CP Rail) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dismissal of an employee alleged to have been intoxicated on duty.

The employee, although intoxicated while on duty, had not been drinking on the job. He had consumed five pints of beer during the lunch break, and these along with the tranquillizers he had been taking, caused a noticeable degree of inebriation. The union claimed that the employee was dismissed unfairly, and that he should be returned to service or reimbursed for his lost wages. The company believed that under the circumstances, the dismissal was completely justified.

Intoxication while on duty is, according to the arbitrator, proper cause for discipline, but the question is: How severe should the discipline be? In this case, the arbitrator believed, the discipline was too severe, and he ruled that the grievor be reinstated without loss of seniority or other benefits. He ruled also that the grievor receive compensation for loss of regular earnings for the period starting two months after the investigation had been completed.

Case 420. Dispute between the Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a five-day suspension for careless handling of company equipment.

The grievor attempted to follow a truck out of a warehouse door that was equipped with an electric eye. When the truck passed safely through the exit, the door came down on the back part of the grievor's tractor-trailer causing extensive damage. In the company's opinion, the grievor was guilty of carelessness, and the five-day suspension was fully justified for the damage done to company equipment. The union believed the discipline to be unduly harsh and demanded reimbursement for time lost.

In this particular case, the arbitrator sided with the company, stating that in his opinion, the accident was caused primarily through the grievor's carelessness. Common sense and ordinary experience should have alerted the grievor to the fact that electronically-operated doors go down as well as up. The arbitrator took note of the fact that within the preceding eight months the grievor had been "reprimanded", "severely reprimanded" and then "suspended" for three days, all for offences relating to the improper handling of equipment. The current discipline, therefore, was warranted, and the grievance was dismissed.

DECISIONS OF THE UMPIRE

CUB 3244

"The evidence in the present case establishes that the claimant had an illness that rendered her incapable of performing duties or work, and I think the fact that it was because of her pregnancy does not disqualify her from receipt of benefit during the period in question," the Umpire ruled in dismissing an appeal by the Unemployment Insurance Commission of the ruling of a board of referees.

The claimant was employed as a teller with a bank in Ottawa from May 25, 1970 to May 1, 1972, when she left her employment because of illness during pregnancy. Her expected date of confinement was December 10, 1972. The insurance officer disqualified her from receipt of benefit because she had failed to prove her capability and availability for work.

The issue is whether the claimant was entitled to receive benefit because of a prescribed illness, under Section 25(b) of the Act, in the period prior to that during which she would become entitled to maternity benefits under Section 30(1)(2) of the Act.

The claimant's doctor gave several certificates, and then a letter dated September 19, stating: [The claimant] went through a difficult and hazardous pregnancy. She commenced by threatening to abort and lose blood in the early stages of her pregnancy. The only method of treatment was through sedation and complete bed rest, which had to be maintained up to the present time. I wish to inform the bureau that she commenced with a post-partum hemorrhage a little more than one week ago; again, she was admitted and was given sedatives and was instructed to complete bed rest. She then went into premature labour, delivering a . . . baby, now being cared for in an incubator at the hospital

The Acting Chief Medical Adviser of the Commission gave a summary of medical evidence: ". . . this is unquestionably a complication of pregnancy and she was disentitled until the commencement of the maternity period of October 1, under Sections 30 and 46 of the Act."

The board of referees allowed an appeal by the claimant. The board found that complications brought on by pregnancy should be considered to be an illness.

The Commission appealed to an umpire, submitting that the claimant's pregnant condition does not constitute a "prescribed illness" envisaged by Section 25(b); that complications ordinarily due to pregnancy should be considered in the same way as pregnancy; that even if there are complications not directly due to pregnancy, the sick benefit provisions of the Act do not apply if pregnancy is the primary cause of the incapacity; and that CUBs 1093 and 1095 should be followed.

In his decision, the Umpire explained: "In CUB 1093, dated October 29, 1954, the Umpire was dealing with Section 29(3) of the Act as it then was, which included the words 'incapable of work by reason of illness, injury or quarantine,' and the Umpire stated: 'It is obvious that pregnancy cannot in any way be assimilated to injury or quarantine, nor can it be properly defined as being per se a condition of unsound health. It is a natural condition for a woman and, notwithstanding the fact that for a certain period of time a pregnant woman ordinarily becomes incapacitated for work, her incapacity cannot be recognized as being due to illness within the meaning of the above quoted subsection.'

"In CUB 1094, the same Umpire referred to his CUB 1093 decision and held that as the claimant's incapacity for work was due to pregnancy it could not be by reason of illness.

"Section 25 of the Act, 1971, reads as follows: A claimant is not entitled to be paid benefit for any working day in an initial benefit period for which he fails to prove that he was either (a) capable of and available for work and unable to obtain suitable employment on that day, or (b) incapable of work by reason of any prescribed illness, injury or quarantine on that day.

"Section 160(6)(7) of the regulations is as follows: (6) Illness, injury or quarantine for the purposes of paragraph 25(b) of the Act is any illness, injury or quarantine that renders a claimant incapable of performing duties or work; (7) A pregnancy that is terminated within the first nineteen weeks of that pregnancy is an illness for the purposes of paragraph 25(b) of the Act and is not a confinement for the purposes of Sections 30 and 46 of the Act.

"Subsection (6) does not expressly exclude illness due to pregnancy.

"Section 30(1)(2) of the Act is as follows: (1) Notwithstanding Section 25 or 46 but subject to this section, benefits are payable to a major attachment claimant who proves her pregnancy if she has had ten or more weeks of insurable employment in the twenty weeks that immediately precede the thirtieth week before her expected date of confinement; and for the purposes of this section, any weeks in respect of which the major attachment claimant has received benefits under this Act that immediately precede the thirtieth week before her expected date of confinement shall be deemed to be weeks of insurable employment; (2) Benefits under this section are payable for each week of unemployment in (a) the fifteen-week period that begins eight weeks before the week in which her confinement is expected, or (b) the period that begins eight weeks before the week in which her confinement is expected and ends six weeks after the week in which her confinement occurs, whichever is the shorter, if such a week falls in her initial benefit period established pursuant to Section 20, exclusive of any re-established period under Section 32.

"I think that the word 'illness' in Section 25(b) should be given its ordinary popular meaning in the sense used in the Oxford Dictionary as: 'unhealthy condition of body: sickness.' Pregnancy is a natural condition that normally is not an unhealthy condition or regarded as an illness. But I think, nevertheless, that a pregnant woman may, because of her pregnancy, be in an unhealthy condition and ill, within the meaning of 'illness' in Section 25(b).

"Section 160(7) of the regulations recognizes that a pregnancy terminated (e.g., by an abortion) within the first nineteen weeks of that pregnancy is an illness for the purposes of Section 25(b) of the Act and that it is not a confinement for the purposes of Sections 30 and 46 of the Act. I do not think that Section 160(7) is exhaustive to the extent that only in the situation there mentioned is pregnancy to be considered an illness for the purposes of the Act.

"It appears to me that the purpose of Section 30 of the Act is to provide for payment of benefit to major attachment pregnant claimants for the specified period commencing eight weeks before the week in which confinement is expected, without proof of capability and availability for work and inability to obtain employment. Section 46 of the Act prohibits, subject to Section 30, payment of benefit in that period to pregnant claimants. I think that Sections 30 and 46 are directed specifically to entitlement to benefit in the specified period commencing eight weeks before confinement is expected, and that pregnancy of itself does not preclude entitlement to benefit in any other period for which the pregnant claimant proves that she has met either the qualifications set forth in (a) or those in (b) of Section 25 of the Act. From this conclusion it follows that a pregnant major attachment claimant may qualify for benefit in that other period by proving that she has an illness that renders her incapable of performing duties or work, even though the illness is associated with or due to her pregnancy. The burden of proving such illness is on her. There may be practical difficulties in distinguishing between feigned illness and real illnesses, but perhaps those difficulties are no greater in the case of pregnant claimants than in the case of other claimants making claims based on illness.

"... the claimant had an illness that rendered her incapable of performing duties or work, and I think that the fact that it was because of her pregnancy does not disqualify her from receipt of benefit during the period in question.

"The appeal of the Commission is dismissed."

Decision of the Umpire, 1943-1970 have been published and are obtainable from Information Canada. Price $1.00 a set (12 volumes).

PUBLICATIONS IN THE LIBRARY

LIST NO. 296

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ALIEN LABOUR

No. 1. Rosenblum, Gerald. Immigrant workers; their impact on American labor radicalism. New York, Basic Books [1973] 189 p.

ARBITRATION, INDUSTRIAL

No. 2. Clark, R. Theodore. Compulsory arbitration in public employment. Chicago, Public Personnel Association [1972] 76 p.

BIOGRAPHIES—LABOUR LEADERS

No. 3. Cannon, Olga. The road from Wigan Pier; a biography of Les Cannon, by Olga Cannon & J. R. L. Anderson. London, Victoria Gollancz Ltd., 1973. 332 p.

No. 4. Tyler, Robert L. Walter Reuther. [Grand Rapids, Mich.] W. B. Eerdmans [1973] 80 p.

BLACKS—EMPLOYMENT

No. 5. Bramwell, Jonathan Burton. Courage in crisis; the black professional today. Indianapolis, Bobbs-Merrill [1972] 93 p.

No. 6. Harrison, Bennett. Education, training, and the urban ghetto. Baltimore, Johns Hopkins University Press [1972] 267 p.

COLLECTIVE BARGAINING

No. 7. Brown, William. Piecework bargaining. London, Heinemann Educational Books [1973] 176 p.

CORPORATIONS—MERGERS

No. 8. Burstein, Milton B. What you should know about acquisitions and mergers. Dobbs Ferry, N.Y., Oceana Publications, 1973. 124 p.

CORPORATIONS, INTERNATIONAL

No. 9. Stephenson, Hugh. The coming clash: the impact of multinational corporations on national states. [1st American ed.] New York, Saturday Review Press [1973] 185 p.

DISCIPLINE

No. 10. Saso, Carmen D. Disciplinary policies and practices [by] Carmen D. Saso [and] Earl P. Tanis. Chicago, International Personnel Management Association [1973] 49 p.

DISCRIMINATION IN EMPLOYMENT

No. 11. Pascal, Anthony Henry, ed. Racial discrimination in economic life. Lexington, Mass., Lexington Books [1972] 228 p.

ECONOMIC POLICY

No. 12. Bureau international du travail. La participation des organisations d'employeurs et de travailleurs à la planification économique et sociale. Genève, 1973. 267 p.

ECONOMICS

No. 13. Collard, David A. Prices, markets and welfare. New York, Crane, Russak [1972] 210 p.

EMPLOYEES—TRANSFERS GREAT BRITAIN

No. 14. Mann, Michael. Workers on the move; the sociology of relocation. Cambridge [Eng.] University Press, 1973. 265 p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

No. 15. Appleyard, J. R. Workers' participation in Western Europe [prepared by J. R. Appleyard with the cooperation of J. A. G. Coates] London, Institute of Personnel Management, Information Department, 1971. 103 p.

No. 16. Graham, Alistair John Wilmot. Which way to workers' control? Towards a socialist policy for industry. [London, Independent Labour Party, 1971] 15 p.

No. 17. Jenkins, David. Job power; blue and white collar democracy. [1st ed.] Garden City, N.Y., Doubleday, 1973. 375 p.

FRINGE BENEFITS

No. 18. U.S. Bureau of Labor Statistics. Supplementary compensation in the PATC survey industries. [Washington, GPO, 1973] 26p. PATC stands for professional, administrative, technical and clerical.

GRIEVANCE PROCEDURES

No. 19. Zeidler, Frank P. Grievance arbitration in the public sector. Chicago, Public Personnel Association [1972] 31 p.

INDUSTRIAL HEALTH

No. 20. Firenze, Robert J. Guide to occupational safety & health management, with readings on industrial hazard control. Dubuque, Iowa, Kendall/Hunt Pub. Co. [1973] 204 p.

INDUSTRIAL PSYCHOLOGY

No. 21. Coffin, Royce A. The negotiator; a manual for winners. Illustrations by Ric Estrada. [New York] AMACOM [1973] 160 p.

No. 22. Levinson, Harry. The great jackass fallacy. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1973. 178 p.

INDUSTRIAL RELATIONS

No. 23. Bloom, Gordon Falk. Economics of labor relations [by] Gordon F. Bloom [and] Herbert R. Northrup. 7th ed. Homewood, Ill., R. D. Irwin; Georgetown, Ont., Irwin-Dorsey Ltd., 1973. 771 p.

No. 24. Canada investigates industrialism; the Royal Commission on the Relations of Labor and Capital, 1889 (abridged). Edited, with an introduction, by Greg Kealey. [Toronto] University of Toronto Press [1973] 463 p.

No. 25. Industrial Relations Research Association. Proceedings of the Twenty-fifth Anniversary Meeting, December 28-29, 1972, Toronto. Edited by Gerald G. Somers [Madison, 1973] 498 p.

INDUSTRY—SOCIAL ASPECTS

No. 26. Chamberlain, Neil W. The place of business in America's future; a study in social values. New York, Basic Books [1973] 338 p.

LABOR LAWS AND LEGISLATION

No. 27. Rideout, Roger W. Principles of labour law. London, Sweet and Maxwell, 1972. 422 p.

LABOUR ORGANIZATION

No. 28. Abendroth, Wolfgang. A short history of the European working class. [Translated by Nicholas Jacobs and Brian Trench. Postscript translated by Joris de Bres. London] NLB [1972] 204 p.

No. 29. Heffer, Eric Samuel. The class struggle in Parliament; a socialist view of industrial relations. With a foreword by Michael Foot. London, Victor Gollancz, 1973. 350 p.

No. 30. Lynd, Staughton, comp. American labor radicalism; testimonies and interpretations. New York, Wiley [1973] 217 p.

No. 31. Swedish Trade Union Confederation. Industrial democracy; programme adopted by the 1971 Congress of Swedish Trade Union Confederation. [Stockholm, 1972] 114 p.

LABOURING CLASSES—HISTORY

No. 32. Boston, Ray. British Chartists in America, 1839-1900. [Manchester, Eng.] Manchester University Press; [Totowa] N.J., Rowan & Littlefield [1971] 110 p.

MANAGEMENT

No. 33. Linowes, David F. Strategies for survival; using business know-how to make our social system work. [New York] AMACOM, a division of American Managemen Associations [1972] 231 p.

PENSIONS

No. 34. McGill, Dan Mays. Preservation of pension benefit rights. Homewood, Ill., Published for the Pension Research Council, Wharton School of Finance and Commerce, University of Pennsylvania, by R. D. Irwin [1972] 382 p.

POVERTY

No. 35. Roach, Jack L., comp. Poverty; selected readings. Edited by Jack L. Roach and Janet K. Roach. [Harmondsworth, Eng.] Penguin Books [c1972] 350 p.

PRODUCTIVITY OF LABOUR

No. 36. Hooper, Ken. Improving employee productivity—a case study [by] Ken Hooper and others. Chicago, International Personnel Management Association [1973] 39 p.

No. 37. Norman, R. G. Productivity measurement and incentives [by] R. G. Norman [and] S. Bahiri. London, Butterworths [1972] 181 p.

PROFESSIONS

No. 38. Gross, Ronald, ed. The new professionals, edited by Ronald Gross and Paul Osterman. New York, Simon and Schuster [1972] 316 p.

PUBLIC WELFARE

No. 39. Handler, Joel F. Reforming the poor; welfare policy, federalism, and morality. New York, Basic Books [1972] 168 p.

REDUNDANCY

No. 40. Mukherjee, Santosh. Through no fault of their own; systems for handling redundancy in Britain, France and Germany. London, Macdonald [1973] 284 p.

SOCIAL CONDITIONS

No. 41. Curtis, James Ensign, comp. Social stratification: Canada, edited by James E. Curtis and William G. Scott. Scarborough, Ont., Prentice-Hall of Canada [1973] 275 p.

No. 42. Wenk, Michael, ed. Pieces of a dream; the ethnic worker's crisis with America. Edited by Michael Wenk, S. M. Tomasi [and] Geno Baroni. New York, Center for Migration Studies [c1972] 212 p.

SOCIAL SECURITY

No. 43. Brown, James Douglas. An American philosophy of social security; evolution and issues. Princeton, N.J., Princeton University Press [c1972] 244 p.

U.S.—POLITICS AND GOVERNMENT

No. 44. Galbraith, John Kenneth. The American left and some British comparisons. [London, Fabian Society, 1971] 37 p.

WINNIPEG STRIKE, 1919

No. 45. Penner, Norman, ed. Winnipeg 1919: the strikers' own history of the Winnipeg General Strike; edited and with an introduction by Norman Penner. Toronto, James Lewis & Samuel, 1973. 294 p.

WOMEN—EMPLOYMENT

No. 46. Galenson, Marjorie. Women and work; an international comparison. [Ithaca] N.Y. State School of Industrial and Labor Relations, Cornell University, 1973. 120 p.

No. 47. Lloyd, Leonora. Women workers in Britain. [London, Socialist Woman, 1972] 46 p.

WORK

No. 48. Argyle, Michael. The social psychology of work. [London] Allen Lane, the Penguin Press [1972] 291 p.

WORK SATISFACTION

No. 49. The emergency attitudes and motivations of workers: report of a management experts meeting, Paris, 24th-26th May 1971. Paris, OECD, Manpower and Social Affairs Directorate, 1972. 57 p.

WORKS COUNCILS

No. 50. Asplund, Christer. Some aspects of workers' participation; a survey prepared for the ICFTU. Brussels, International Confederation of Free Trade Unions, 1972. 72 p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended September 22, 1973		9,219	− 4.6	+ 4.3
Employed	September	8,798	− 4.7	+ 5.0
Agriculture	"	499	− 10.4	
Non-agriculture	"	8,299	− 4.4	+ 5.8
Paid workers	"	7,781	− 4.8	+ 6.3
At work 35 hours or more	"	7,976	+ 6.2	+ 4.3
At work less than 35 hours	"	1,306	+ 15.2	+ 7.8
Employed but not at work	"	416	− 71.0	+ 8.3
Unemployed	"	421	− 2.8	− 8.3
Atlantic	"	46	− 4.2	− 6.1
Québec	"	154	− 6.1	− 3.1
Ontario	"	128	− 4.1	− 8.6
Prairie	"	42	− 17.6	− 16.0
British Columbia	"	51	+ 8.5	− 16.4
Without work and seeking work	"	408	− 1.4	− 8.3
On temporary layoff up to 30 days	"	13	− 35.0	− 13.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June	139.3	+ 2.4	+ 5.3
Manufacturing employment (1961 = 100)†	"	132.5	+ 2.2	+ 5.9
IMMIGRATION	1st 6 mos. 1973	70,833	−	−
Destined to the labour force	"	37,138	−	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	141	+ 12.8	+ 60.2
No. of workers involved	"	101,024	+ 79.0	+174.2
Duration in man days	"	1,248,160	+128.4	+101.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	June	160.95	+ 1.4	+ 8.0
Average hourly earnings (mfg.)†	"	38.5	+ 0.8	+ 9.7
Average weekly hours paid†	"	39.9	+ 0.3	− 0.8
Consumer price index (1961 = 100)	"	149.7	+ 0.9	+ 8.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	136.7	+ 0.3	+ 1.0
Total labour income (Millions of dollars)†	August	5,287.6	− 0.1	+ 10.5
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	August	208.1	− 2.8	+ 6.9
Manufacturing	"	203.4	− 3.4	+ 4.6
Durables	"	237.7	− 2.9	+ 4.6
Non-durables	"	176.2	− 3.9	− 0.3
NEW RESIDENTIAL CONSTRUCTION**				
Starts	August	19,622	−	+ 2.8
Completions	"	17,607	−	− 6.5
Under construction	"	172,722	−	+ 8.8

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,082,732	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
†1972	556	598	706,474	7,753,530	0.42
†1972—August	40	88	36,839	619,840	0.37
September	46	93	33,015	456,950	0.32
October	44	85	29,393	389,870	0.26
November	51	101	33,612	308,240	0.20
December	27	78	11,017	131,180	0.10
†1973—January	38	87	12,427	164,600	0.11
February	39	87	16,011	154,930	0.11
March	46	98	19,444	223,290	0.14
*April	46	107	23,185	243,680	0.16
*May	68	138	40,500	535,020	0.32
*June	52	138	47,363	623,960	0.38
*July	43	125	56,424	546,550	0.32
*August	52	141	101,024	1,248,160	0.68

* Preliminary. †Revised.

STRIKES AND LOCKOUTS, AUGUST, 1973, BY INDUSTRY (PRELIMINARY)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	100	100
Mines	—	4	930	20,320
Manufacturing	31	81	31,328	400,470
Construction	5	13	3,395	47,390
Transportation and utilities	8	13	61,130	711,810
Trade	2	11	740	12,130
Finance	—	—	—	—
Service	5	15	1,931	25,070
Public administration	—	3	1,470	30,870
All Industries	52	141	101,024	1,248,160

STRIKES AND LOCKOUTS, AUGUST, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	6	9	2,043	27,890
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	548	10,730
New Brunswick	1	2	981	17,940
Quebec	11	39	18,329	202,530
Ontario	14	43	12,304	213,790
Manitoba	1	5	333	3,030
Saskatchewan	1	1	10	50
Alberta	5	8	1,590	14,340
British Columbia	9	23	6,969	62,850
Federal	4	8	57,917	695,010
All Jurisdictions	52	141	101,024	1,248,160

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Domtar Woodlands, Lebel-sur-Quévillon Qué.	Canadian Federation of Pulp and Paper and Forest Workers (CNTU)	100	100	100	Aug. 31 –	Wages–
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	13,110	67,830	Mar. 15 –	Wages–
Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	2,880	6,760	June 18 –	Not reported–
NON-METAL						
Domtar Chemical Ltd. Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	3,040	11,280	May 28 Aug. 27	Wages, hours, fringe benefits– Hourly increase of $1.45/hr. over 3 years & other fringe benefits.
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	120,230	May 26/72 –	Wages, hours–
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	4,370	24,410	Mar. 1 –	Wages, pension plan, vacation–
J. J. Joubert, Montréal, Qué.	Steelworkers Loc. 14850 (AFL-CIO/CLC)	225	5,180	16,440	May 17 –	Not reported–
Slack's Brothers Ltd. Waterloo, Qué.	Commerce Employees (CNTU)	270	6,210	18,360	May 28 –	Wages, working conditions–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
St. John's Bakery Employers' Association, St. John's, Nfld.	Bakery Workers Loc. 381 (AFL-CIO/CLC)	160	2,080	4,480	July 14 Aug. 16	Wages, vacation pay, sick leave, work week—95¢ an hr. increase spread over a 3-yr. contract; improved fringe benefits, 5-day work week beginning in September.
Weston Bakeries, Kitchener, Ont.	Retail Wholesale Union Loc. 461 (AFL-CIO/CLC)	141	990	1,270	July 29 Aug. 12	Refused agreement; wages and shorter hours—Wage increase, shorter hours & other.
Canada Starch Co. Ltd., Cardinal, Ont.	Retail Wholesale Employees Loc. 483 (AFL-CIO/CLC)	400	8,400	8,400	Aug. 2 —	Wages, fringe benefits—
General Mills Canada Ltd., Rexdale, Ont.	Canadian Operating Engineers Loc. 101 (CCU)	199	1,390	1,390	Aug. 15 Aug. 23	Wages & demand for technological changes & severance pay provisions—Return of workers, settlement not reported.
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,900	34,200	Mar. 22 —	Delayed negotiations in a new contract—
Les Caoutchoucs Acton Ltée., Acton Vale, Qué.	CLC directly chartered Loc. 480	396	5,540	5,540	Aug. 13 —	Failed to reach agreement—Employees locked out after slowdown.
TEXTILES						
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Qué.	Syndicat du textile de soie, inc., (CSD)	230	5,290	24,150	Apr. 4 —	Wages, 5-day work week—
Bigelow Canada Ltd., Ste-Agathe-des-Monts, Qué.	Textile Workers Union Loc. 1838 (AFL-CIO/CLC)	118	1,770	1,770	Aug. 12 —	Wages—
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,370	57,950	June 19/72 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,600	49,000	Sep. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Custom Sawmills, United Sawmill, Lecours Lumber, Hearst, Calstock, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	435	9,570	14,790	July 16 –	Wages & benefits–
Harmac Pulp and Paper Ltd., Nanaimo, B.C.	Pulp & Paper Workers of Canada Loc. 8 (CCU)	1,050	4,200	4,200	Aug. 28 –	Dispute over firing of eight employees–
URNITURE & FIXTURES						
Hespeler Furniture Co. Ltd., Hespeler-Cambridge, Ont.	Woodworkers Loc. 2-345 (AFL-CIO/CLC)	123	860	3,870	June 26 Aug. 13	Wages, fringe benefits–Wage increases.
Artistic Woodwork Co. Ltd., North York, Ont.	Canadian Textile and Chemical Union Loc. 570 (CCU)	120	1,080	1,080	Aug. 21 –	Union security–
APER						
Associated Paper Mills, St-Laurent, Qué.	Pulp and Paper Workers' Federation (CNTU)	115	2,650	7,950	May 28 –	Not reported–
Ontario-Minnesota Pulp & Paper Co. Ltd. (of Boise Cascade Co.), Fort Frances, Ont.	Machinists Lodge 771 (AFL-CIO/CLC)	803	17,780	35,560	July 3 –	Wages, hours, fringe benefits–
Ontario-Minnesota Pulp and Paper Co. Ltd., Kenora, Ont.	Int. Operating Engineers Loc. 490 Machinists Loc. 559 I.B.E.W. Loc. 940 (AFL-CIO/CLC)	720	15,840	28,080	July 9 –	Wages, hours, fringe benefits–
B.C. Cellulose Co. Ltd., Prince Rupert, B.C.	Pulp & Paper Workers of Canada Loc. 4 (CCU)	866	2,600	15,590	July 11 Aug. 6	Protesting slowness in negotiations–17% general wage increase over two yrs.; other improvements.
Canada International Paper Company, La Tuque, Gatineau and Trois-Rivières Qué.	United Paperworkers Various locals (AFL-CIO/CLC)	3,190	70,640	83,000	July 25 –	Wages, cost-of-living clause, job security, pension plans–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
B.C. Cellulose Company, Interior Pulp Operations, Castlegar, B.C.	Pulp and Paper Workers Loc. 1 (CCU)	320	7,360	7,360	Aug. 1 –	Wages, other matters–
Canadian International Paper Co., Hawkesbury, Ont.	United Paper Workers International Union Loc. 28 (AFL-CIO/CLC)	380	7,600	7,600	Aug. 3 –	Wages, fringe benefits, length of contract–
New Brunswick International Paper Company, Dalhousie, N.B.	Four Unions	925	16,650	16,650	Aug. 8 –	Wages, pension plan, cost-of-living escalator, job classification plan, job security–
Price Brothers Co., Alma, Jonquière & Kénogami, Qué.	Pulp and Paper Workers' Federation (CNTU)	1,987	30,470	30,470	Aug. 10 –	Wages, hours, fringe benefits–
E.B. Eddy, Ottawa, Ont.	Pulp and Paper Mill Workers and United Paperworkers Various locals (AFL-CIO/CLC)	550	1,650	1,650	Aug. 29 –	Wages, fringe benefits, length of contract, employment security–
E.B. Eddy, Hull, Qué.	Pulp and Paper Mill Workers and United Paperworkers Various locals (AFL-CIO/CLC)	1,150	3,450	3,450	Aug. 29 –	Wages, fringe benefits, length of contract, employment security–
PRIMINARY METALS						
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	1,000	7,890	Mar. 14 Aug. 13	Renewal of overall working agreement–Wage increase.
Aluminum Co. of Canada, Subsidiary of Alcan Aluminum of Montreal, Arvida & Alma, Qué.	Metallurgist Miners and Chemical Workers Federation (CNTU)	7,000	21,000	21,000	Aug. 10 Aug. 20	Wages, other matters–$1.25 per hr. increase spread over 33 months: company agreed to change dismissal to suspension for 54 workers.
Chemin de Fer, Roberval Saguenay, Arvida, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	230	2,990	2,990	Aug. 15 –	Wages, other matters–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Aluminium du Canada Ltée., Shawinigan, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	841	1,570	1,570	Aug. 16 Aug. 20	Wages—Wage increase.
METAL FABRICATING						
Locweld & Forge Products Ltd., Montréal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,680	52,480	July 25/72 —	Not reported—
Canadian Bronze Co. Ltd., Winnipeg, Man.	Molders Loc. 174 (AFL-CIO/CLC)	130	650	5,790	June 5 Aug. 10	Wages, hours—$1.01 per hr. over 3 years; employer paying 100% of new insurance plan.
Lennox Industries (Canada) Ltd., Etobicoke, Ont.	Steelworkers Loc. 7235 (AFL-CIO/CLC)	142	3,120	7,800	June 14 —	Wages, contract language—
Weiser Lock Co., Burnaby, B.C.	Steelworkers Loc. 7623 (AFL-CIO/CLC)	450	10,350	11,250	July 30 —	Wages—
MACHINERY						
George White & Sons Co. Ltd., London, Ont.	Machinists Loc. 2029 (AFL-CIO/CLC)	115	2,530	4,140	July 12 —	Wages, cost-of-living plan and fringe benefits—
Clark Equipment of Canada, St. Thomas, Ont.	Machinists Loc. 2183 (AFL-CIO/CLC)	350	7,700	8,750	July 27 —	Wages, cost-of-living benefits—
Mathews Conveyer Co. Ltd., Port Hope, Ont.	Machinists Loc. 1805 (AFL-CIO/CLC)	170	90	90	Aug. 16 Aug. 16	Not known—Return of workers—conciliation.
Mathews Conveyer Co. Ltd., Port Hope, Ont.	Machinists Loc. 1805 (AFL-CIO/CLC)	230	230	230	Aug. 31 —	Cost-of-living bonuses—
TRANSPORTATION EQUIPMENT						
National Steel Car Corporation Ltd., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	900	19,800	52,200	June 11 —	Disagreement over incentive clause in contract—
ELECTRICAL PRODUCTS						
Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)	168	3,700	15,130	Apr. 25 —	Wages, hours, job security, other matters—
RCA of Canada Ltd., Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	1,008	19,150	23,180	July 26 Aug. 28	Wages—$2.81/hr. & $3.21 in nine months—18¢/hr. in fringe benefits.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Great Lakes Carbon, Berthierville, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	190	1,900	1,900	Aug. 19 –	Working conditions–
NON-METALLIC MINERAL PRODUCTS						
Asbestonos Corp., St. Lambert, Qué.	Auto Workers Loc. 1469 (CLC)	176	4,050	17,780	Ap. 10 –	Not reported–
Vibrapipe Concrete Products Ltd., Blainville, Qué.	Steelworkers Loc. 50 (AFL-CIO/CLC)	150	3,450	8,100	June 17 –	Wages, job classification–
PETROLEUM & COAL PRODUCTS						
Texaco Canada Ltd., Port Credit, Ont., Don Mills, Ont.	Oil Workers Locs. 9593 & 9599 (AFL-CIO/CLC)	280	840	840	Aug. 29 –	Overtime payments, grievance procedures–
CHEMICAL PRODUCTS						
Canadian General Electric Co., Point Tupper, N.S.	Oil Workers Loc. 9-832 (AFL-CIO/CLC)	123	2,830	6,210	June 21 –	Wages–
Cominco Ltd., Calgary, Alta.	Chemical Workers Loc. 465 I.B.E.W. Loc. 254 (AFL-CIO/CLC)	143	3,170	4,450	July 19 –	Wages, welfare benefits, vacations–
Canadian Industries Ltd., Calgary, Alta.	Chemical Workers Loc. 844 (AFL-CIO/CLC)	168	500	500	Aug. 15 Aug. 20	Wages, union security and overtime provisions–Average wage increase of 84¢ an hr.
Dow Chemical of Canada Ltd., Sarnia, Ont.	Oil Workers Loc. 9-672 (AFL-CIO/CLC)	250	130	130	Aug. 28 Aug. 29	Protesting against discipline of a worker–Return of workers.
MISCELLANEOUS MANUFACTURING						
Armstrong Cork Canada Ltd., Montréal, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	400	4,000	4,000	Aug. 20 –	Length of contract, cost of living–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Nova Scotia Construction Association, Halifax, N.S.	I.B.E.W. Loc. 625 (AFL-CIO/CLC)	300	6,900	12,000	July 9 —	Wages, working conditions, hours, fringe benefits—
Eight Construction Companies, Peterborough, Landsay, Ont.	Carpenters Loc. 1450 (AFL-CIO/CLC)	124	1,860	1,860	July 11 Aug. 1	Wages and other, recognition of District Council—80¢ an hr. increase eff. July 31/73 plus 8% vacation pay, 43¢ May 1/74 plus 9% vacation pay, 10¢ Jan. 1/75 plus 10% vacation pay.
Federation of Painting and Decorating Contractors of Ont., Counties of Peel, York, Simcoe and Muskoka.	Painters Loc. DC 46 (AFL-CIO/CLC)	1,200	26,400	40,800	July 16 —	Wages and hours—
Mechanical Contractors Association, Zone 7, Kitchener-Waterloo, Guelph and Douglas Point, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	560	5,600	5,600	Aug. 19 —	Rejected a memorandum of agreement following negotiations—
Mechanical Contractors Association of Alberta, Southern Alberta-Red Deer to U.S. Border.	Plumbers Loc. 496 (AFL-CIO/CLC)	913	6,390	6,390	Aug. 23 —	Wages, fringe benefits—
Alberta Insulators Contractors Assoc., Calgary area-Red Deer to U.S. Border	Asbestos Workers Loc. 126 (AFL-CIO/CLC)	115	120	120	Aug. 31 —	Wages, hours, working conditions—
Transportation and utilities						
TRANSPORTATION						
*Air Canada representing employees of the company, Finance Branch Winnipeg, Man.	Canadian Air Line Employees' Association (CLC)	400	2,800	22,000	May 23 Aug. 13	Breakdown in negotiations for a new contract—Wage increase, job classification, job security and other.
*CP Air-Vancouver International Airport, Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)	1,152	25,510	29,370	July 25 —	Wages, holidays, pension plans and reduced work week—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
*CNR and CP Rail (Initially Rotating) Canada-wide	Association of Non-operating Railway Unions	56,000	665,900	722,920	July 26 —	Wages, fringe benefits, job security—
British Columbia Government (B.C. Ferry), Various locations, B.C. Mainland and Vancouver Island, B.C.	B.C. Government Employees Union (CLC)	2,000	8,000	8,000	Aug. 17 Aug. 21	Wages, wage adjustments, payment for work on statutory holidays—Wage increase ranging from 12% to 18%; other improved benefits.
*Pacific Western, Edmonton, Alta.	Teamsters (Loc. 362 (Ind.)	130	130	130	Aug. 27 Aug. 27	Wages—Wage increase (conciliation)-50¢/hr. over 2 years.
COMMUNICATION						
*Post Office Dept., Ottawa, Ont.	Canadian Union of Postal Workers and Letter Carriers Union of Canada Loc. 2 (CLC)	110	160	160	Aug. 1 Aug. 5	Alleged unsafe conditions of mail trucks and the re-instatement of a former supervisor who was sent away to a retraining course in Jan. 1973 following the drivers' refusal to work under him—Return of workers when Federal Court issued an injunction.
Okanagan Telephone Company, Okanagan Valley, B.C.	Federation of Telephone Workers of British Columbia (CLC)	550	1,650	1,650	Aug. 7 Aug. 9	Protesting supervisory personnel working in classified positions—Return of workers pending mediator reports.
Okanagan Telephone Company, Okanagan Valley, B.C.	Federation of Telephone Workers of British Columbia (CLC)	550	4,630	4,630	Aug. 21 —	Wages, pension plan—
Trade						
Nine independent drug stores, Vancouver, Coquitlam and Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,530	14,740	Feb. 23 —	Negotiating the first contract—
Provigo Inc., Sept-Iles, Qué.	Commerce Employees (CNTU)	220	5,060	14,460	May 22 —	Not reported—
Four retail stores, Grand Falls and Windsor, Nfld.	Food Workers Loc. 1252 (AFL-CIO/CLC)	236	590	590	Aug. 29 —	Wages—

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	Accumulated	Starting Date Termination Date	Major Issues Result
ervice						
DUCATION						
Hamilton City Board of Education, Hamilton, Ont.	Public Employees Loc. 1344 (CLC)	300	6,600	6,900	July 31 –	Not reported–
Memorial University, St. John's, Nfld.	Newfoundland Assn. of Public Employees	100	2,000	2,000	Aug. 6 –	Wages–
EALTH AND WELFARE						
Western Memorial Hospital, Corner Brook, Nfld.	Public Employees Loc. 488 (CLC)	375	6,430	6,430	Aug. 8 –	Wages–
Central Newfoundland Hospital, Grand Falls, Nfld.	Public Employees Loc. 990 (CLC)	180	390	390	Aug. 10 Aug. 13	In sympathy with hospital workers in Corner Brook–Return of workers as a result of order from the Provincial Government.
St. Clare's Mercy Hospital, St. John's, Nfld.	Newfoundland Assn. of Public Employees	225	3,050	3,050	Aug. 14	Wages–
Central Newfoundland Hospital, Grand Falls, Nfld.	Public Employees (Loc. 990 (CLC)	188	190	190	Aug. 31 –	Wages–
RSONAL SERVICES						
Côte-des-Neiges Cemetery, Montréal, Qué.	Service Employees' Union Loc. 298 (AFL-CIO/CLC)	150	150	450	July 30 Aug. 1	Alleged dispute over working conditions, job classification–Return of workers when issues resolved.
SCELLANEOUS SERVICES						
Crane Rental Assn. of Ontario, Toronto, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	200	1,600	4,000	July 16 Aug. 13	Not reported–$1.30 an hr. increase over 2 years; 8 hr. a day, 6-day work week.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONCL'D.

Industry Employer — Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Public administration						
LOCAL ADMINISTRATION						
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 5 (CLC)	800	17,600	30,400	July 10 —	Wages—
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 167 (CLC)	600	13,200	14,400	July 30 —	Wages—

*Federal Jurisdiction.

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